

THE LOCAL 222 OSHAWORKER

CAW TCA CANADA

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OSHAWA, ONTARIO

APRIL 26, 1990



Sinclair's Corner

By JOHN SINCLAIR
President

DUPLATE

First of all, I would like to thank Chairperson Don Challice and the rest of the Bargaining Committee, Fred Taylor, Jack Knowler, and Dave Winacott, Jack Caldwell for Skilled Trades, and Len Ruel, the National Representative for the Duplate Unit, in reaching a good settlement. I know some of the things that were raised at the meeting will be taken care of by the In-Plant Committee as quickly as possible.

WOODBIDGE FOAM

On Thursday, April 12, 1990 at 3:30 p.m., we ratified a new 3-year Agreement. I would first like to congratulate Chairperson Dill Donohoe, Committeeperson Mike Pollard and Gary Harrison, and John Bettes, the National Representative, for a job well done. We welcome all the members of Woodbridge Foam to Local 222.

DELTA FAUCET

I would like to say that Chairper-

son Hans Reuer, Committeepersons Betty Sanderson and Barb McEwen, and National Representative Len Ruel, did a good job. I am hoping that, after the Membership meeting on Tuesday, April 17, 1990, this Agreement will also be ratified.

Then it will be up to the Production Conference to decide in what direction we will be heading for whoever is picked to lead the way for the Big Three, also to include the Skilled Trades resolutions adopted on March 28, 29 and 30, 1990:

Skilled Trades wages, vacation pay, apprenticeship training, wage inequity, apprenticeship registration, job security, democracy in the workplace, contracting out work, Tool & Die, stop fragmentation of historical trades, technological change, Skilled Trades Council dues/automatic check-off, sub-contracting, plant closing language, line of demarcation, preferential hires, and overtime/double time.

The Conference was chaired by

our President, Bob White, who began by saying that it is going to be hard, but the Big Three are going to have to take a good look at it or maybe it won't be a case of trades people being laid off but leaving to go to other Skilled Trades jobs on the outside. I think that would be a disaster for the Apprenticeship Program we have presently. I might say this program is the best anywhere for our members to learn a trade because, in years to come, if a person does not have a trade, I don't think the other jobs will be that great.

In closing, I would like to ask all our members to bear with the Staff and Reps at the new Hall. Things are starting to come together, and construction will be completed shortly and everything will be back to normal. Our thanks to the other members of the Building Committee, Lloyd Clarke, John Kovacs, Jim Nimigon and Don Thompson, who have done a good job on behalf of the membership of Local 222.

Pre-Retirement Course

By RAY FINNEY

When you think about retirement, do you ask yourself any of these questions? How much money will I get exactly and when can I get it?



my spouse know exactly what he/

What is my payable benefit from C.P.P.? What health care benefits will I have when I retire? How should I set up my RRSPs? Is an up-to-date will really important? Does

she has for coverage? These are some of the most common questions that we ask ourselves but rarely investigate.

At the pre-retirement course, the professional people are there to answer these questions and more. Don't rely on inaccurate 2nd and 3rd hand information about your retirement, when the course is available to you and your spouse.

This course is not intended to convince you to retire but to supply you with the best possible, up-to-date information, so you can make a sound and logical decision about when you choose to retire.

It is never too early to prepare for

retirement, it is only to your benefit.

The class size is kept small for a number of reasons: (1) for better communications, (2) for your comfort. We encourage your spouse to attend because retirement is a family decision.

If you wish to attend, applications are available through your clerks or you can pick them up at the Union Hall.



The CAW has agreed with GM to establish a Pre-Retirement Course designed to assist our members prepare for their retirement.

Your Local's Pension Committee will be presenting this course consisting of four sessions, each of 3 hours. Topics include: Income, Benefits, Financial Considerations, Legal Matters, Health, Organizing Your Time, and Community Activities.

The course is on a voluntary basis, to be attended on your own time. Your spouse is encouraged to attend these sessions with you. You are expected to attend all four sessions. If you would like to participate in this course, please fill out this application form.

PLEASE PRINT

NAME _____ SERIAL # _____
SPOUSE'S NAME _____ HOME TELEPHONE NO. _____
DEPT. # _____ SHIFT # _____ PLANT _____ COLUMN # _____
HOME ADDRESS _____ No / Apt. # _____ Street _____ City _____ Postal Code _____
SUPERVISOR'S NAME _____ PHONE # _____
YEARS OF SERVICE _____ AGE _____
WILL YOUR SPOUSE ATTEND? _____ YES _____ NO
HAVE YOU PLANNED A RETIREMENT DATE? _____ YES _____ NO

SELECTION WILL BE BASED ON THOSE CLOSEST TO THEIR RETIREMENT

PLEASE RETURN THIS APPLICATION TO YOUR SUPERVISOR FOR IN-PLANT MAILING (SMO RECEPTION 070-001) OR THE UNION HALL

IF YOU HAVE ANY QUESTIONS, PLEASE CONTACT: Ray Finney — 644-1277, Union Hall — 723-1187, Pre-Retirement Office — 644-1323.

APR 30 1990

McLAUGHLIN
PUBLIC LIBRARY
OSHAWA

LOCAL 222 CAW

General Membership Meeting

FIRST THURSDAY of each month

General Motors Unit Regular Meeting:
THIRD THURSDAY of each month.

These meetings are at 7:30 p.m. at the CAW Hall, 44 Bond ST. East, Oshawa.

Please plan to attend. Any changes in this schedule will be posted in the *Oshaworker* as far in advance as is possible.

New Hall Tour

There will be a ribbon-cutting event and tours for the membership of Local 222 of the new hall, 1425 Phillip Murray Ave., Oshawa, held on Saturday, May 26th from 10:00 a.m. to 3:00 p.m.

All members are welcome and we hope to see you there.
Building Committee: John Sinclair, Lloyd Clarke, Jim Nimigon, John Kovacs, Don Thompson.

Hall Opening

The Official Opening of the new Local 222 CAW Hall will be held on Saturday (night), June 16, 1990.

The tickets for this gala evening will be \$20.00 per couple and will go on sale on Monday, May 28th, at the hall.

There will be no phone calls to reserve a ticket and it will be one (1) ticket per person. **LIMITED SUPPLY.**

Lockhart at the New Hall

By CONNIE LOCKHART
Local Service Representative
JOHN SINCLAIR

At this time, I would like to take a couple of lines to express the dedication of our President as he seems to be always on the go. He is one

person I have found works a lot of hours, doing what is expected of a good President. When the job is done, he goes on to the next challenge. I have also found him

to be one who never blows his own horn. He was recently involved with the Duplate and Woodbridge Foam contracts. They were good contracts, settled without a strike and, under the conditions of the country, this says a lot. Thanks, John, keep up the good work.

UIC

I have had more meetings with the UIC Managers regarding all of our concerns, and I am happy to say that the end result was good, positive meeting. We agreed to meet prior to any more major lay-offs to resolve the problems before they happen. I understand they are under Government rules, and they can only do certain things. However, I for one believe that, with good, honest co-operation, we can solve a lot of headaches. It is most important that you follow every letter from UIC and send cards back because if you don't, it could cost you a lot of money, as a lot of our members have just found out. Remember, if you don't think something is just right or cards have not arrived, talk to us. Check it out now. If you leave it, you will not only lose out on UIC, but will have to pay back your SUB too.

So, call us at the new Hall on Phillip Murray Avenue — Gene Bergeron, Dave Thompson or myself. If you are on day shift, Jerry Smith, Mike Shields or Dean Lindsay would be happy to come to your job and solve your problems. Have your Foreman call them at 644-7832 or ask you Committeemen to help get in touch with them. Remember, it's easier to fix a problem at the start than two months after — this is when you lose. Think about it.

NEW HALL

We are now located at 1425 Phillip Murray Ave. on the Whitby border. The week of April 9 to 13, 1990 was a very hard week, trying to move and still looking after you, the membership. We are sorry for any inconvenience we have caused you, but I feel the end results will be all in your favour. The Hall is laid out very nicely, and at this time I would like to thank Lloyd Clarke for the many hours he put in to bring all the plans together, keeping the Building Committee on the move. To all those who were involved, thanks for a job well done

CAW HOCKEY BANQUET

There are still a few tickets left for the CAW Hockey Banquet on April 28, 1990 at 6:00 p.m., at a cost of \$25.00 per couple. It will be a good time to come down and see the new Hall, and also attend the first dinner and dance. If you can't make the dinner, you may elect to join us later at approximately 8:30 p.m. The dinner tickets can only be purchased before Thursday, April 26, 1990 as we must let the Ladies' Auxiliary know how many dinners to make. For tickets, you can call President Moe Bryan, who did a very good job this year as President, at 644-1277, or drop in and see me at the new CAW Hall, 723-1187.

MAILING LABEL

#M00197,
Oshawa Public Library,
65 Bagot St.,
Oshawa, Ont., L1H 1N2.



We Have Moved

By JOHN KOVACS
Secretary-Treasurer

I'm writing this article one week after we moved to our new location on 1425 Phillip Murray Ave. The transition period will last another 2-3 weeks and we are asking for your co-operation and understanding for any inconvenience you may encounter.

We had been in the Old Hall on Bond Street since 1951 and it's the same as when you move from your home after 39 years. We faced a tremendous work load, and we also had to look after the everyday regular business of running our Union Hall. Hopefully by the time you read these lines, we will be back to our normal routine.

The Hall is indeed beautiful and something we will be proud of years to come. I believe it was a good sound decision to relocate, and parking alone will testify to that. We are also closer to all of you who work in the South Complex, although it will not be so if you work in the North Plant Complex. With sound financial decision we were able to build the New Hall without going to you, the membership, for any extra dues deduction.

Many local unions built new union halls in the past 10 years within the UAW, and now CAW. Almost all had to go to the membership for extra dues assessment over and above the regular two hours dues deduction. I am very proud that we did not have to do that and still come up with a modern new facility for our membership.

FINANCIAL REPORT

Below you will find a bank balance for the month of March 1990.

As you see, it shows our Total Assets as of March 31, 1990. One million, four hundred and eighty seven thousand, seven hundred and seventy seven dollars and forty five cents.

Of course this is not a realistic picture because it represents liquid monies, and the value of the new building plus land-cost are not showing up here. Once the total construction cost is paid off, I will give you what the total valuation of our property is worth for our New Union Hall. I can tell you that the construction cost and the cost of the land site is 3.2 million dollars, which realistically should show up as our assets. As I told you, a complete break down will follow after all the bills are paid.



Look for the
union label

Joint CAW-GM Employee Counselling Program

Located at Woolco Mall — Lang Towers,
to assist you or your family
to solve any personal problems,
in a confidential manner.

PHONE

John LeSurf, CAW Union counsellor
644-4282

Orville Faught, CAW Union counsellor
644-4283

Ruth Courtney, GM management counsellor
644-4284

This program is also available to retirees
and their spouses.

MARCH 1990 Bank Balance

Current Account, February 28th, 1990	\$1,212,217.95
March Deposits	620,531.72
Tax Overpayment	8,883.11
Interest	12,357.09
March Withdrawals	\$1,853,989.87
	878,593.93
BANK BALANCE, MARCH 31st, 1990	\$975,395.94

ASSETS

Cash on Hand, March 31st, 1990	\$12,983.16
Bank Balance, March 31st, 1990	975,395.94
Autoworkers Credit Union	31,920.98
Local 222 Special Benefit Fund	724.01
Investors Group Trust	477,607.43
Government Bonds	12,000.00
	\$1,510,631.52
Less: Outstanding Cheques March 31st, 1990	22,854.07
TOTAL ASSETS, MARCH 31st, 1990	\$1,487,777.45

FEEDER PLANTS SETTLED

Two major confrontations were avoided when our union was able to settle two Collective Agreements in the past two weeks.

P.P.G. (formerly Duplate) and Woodbridge Foam reached agreements with CAW Local 222, and both agreements were ratified overwhelmingly with the membership of these units.

Thanks to the Local Committees and the Leadership of John Sinclair, John Sinclair, John Bettes and Len Reul of the National Office were able to avoid a strike at these units. They were able to achieve an honourable settlement because they had the solid backing of their negotiating committee, and also the whole membership.

We need a similar type of solidarity from all in General Motors, as our Collective Agreement will expire come September. It is my understanding that negotiations will start sometime in July.

TO SET THE RECORD STRAIGHT

A couple of articles appeared in the *Oshawa Times* about the Unemployed Help Centre which services unemployed workers in our community. The Oshawa and District Labour Council, or I should say four members of the ODLC, made some threats of resigning and the same time with-hold funds from the Centre.

The five people employed by the Help Centre would have to go without pay and two of these are single mothers with children to feed.

What is more disturbing is that the funds they are with-holding do not belong to the Oshawa and District Labour Council, it belongs to the Unemployed Help Centre. As one member of our Executive Board

stated, we should take a good hard look at our future association with the ODLC, as long as they have loose cannon balls in decision making positions in their organization.

EXECUTIVE ELECTIONS

At the April 6th membership meeting, a motion was duly passed that we hold our Executive Elections on May 7, 1990.

There will be some excitement in the Plants as the mudslinging politicians will be out in full force. When you encounter some of these pamphlets, look for a signature on the bottom. It is most important to check the credibility of the writer. Unsigned material should be disregarded. If you find some which have been signed, look at the writer's contribution to the labour movement. There will be many who will seek power, but do not want to take the responsibility which goes with it.

I have been in office, somewhat less than a year. I was elected to the Secretary-Treasurer's position at the start of the building of our new Hall. The work load was tremendous, but I did it without complaints. With 29 years of seniority in GM and just approached the age of 50. It is my desire to stay and serve you for at least another term. I always maintained that age of 55 is about the right age to retire as long as you have the 30 years service behind you, and financially you can do so.

I want to thank you for the opportunity for serving you, which I did in one capacity or another in the past 20 years. I am looking forward to another term of office as your Financial Secretary-Treasurer after the elections.

Please remember to vote on election day. All members of Local 222 can vote — including the Retirees.

CLOSING MESSAGE

Did it ever strike you that goodness is not merely a beautiful thing, but by far the most beautiful thing in the whole world? Nothing is compared for value with goodness; riches, honour, power, pleasure, learning, the whole world and all in it, are not worth having in comparison with being good, even though we may never be rewarded for it!

SUB Report GM Unit

By JERRY SMITH
SUB Representative

A large number of our members recently received SUB overpayment letters and in answering their calls for assistance, it has become apparent that many do not understand the relationship between Unemployment Insurance (UI) and the Supplementary Unemployment Benefit (SUB).



Your negotiated SUB (which is paid automatically when you are laid off provided you file a SUB application) is completely dependent on your ability to keep your UIC claim in order. Failure to file a UIC application immediately following lay-off or failure to return your UIC report card in a timely manner, can result in the loss of your SUB cheque as well as your UI benefit.

LATE APPLICATIONS

Your UIC claim is started on the Sunday date preceding the date on which your application is received by the Commission. If you send your application in late, your claim will be started late and you will lose credit for that period of lay-off from your last day worked until the claim is actually started. Any SUB paid for that period would become an overpayment and would have to be paid back. It is only in extreme circumstances that the Commission will allow a claim to be started at a date earlier than the Sunday preceding the date on which the application is actually received. It is very important that you submit your UIC application immediately following your last day worked.

LATE REPORT CARDS

Similarly, it is very important that you return your UIC report card in a timely manner and with the correct information.

A UIC report card is considered too late for payment or credit if it is not received in Belleville within five weeks of the date on which it is sent to you. Again it is only in extreme, extenuating circumstances that the Commission will allow a report card to process after this time limit has passed. If you lost UI entitlement because of a late report card, you also lose SUB entitlement and any SUB that has been paid would become an overpayment and

would be recovered from future SUB or payroll cheques.

GOLDEN RULES

In order to guarantee that you receive all that you are entitled to during a lay-off, please adhere to the following:

1. File an application for UI benefits everytime immediately following your last day worked. (Regardless of what you think your situation is — do not wait for report cards from a prior lay-off or sick claim).
2. Wait four weeks (no longer) for a response to your application in the form of a report card. (If you do not receive your report card within four weeks, come forward for help).
3. After receiving and returning your report card in a timely manner, wait two weeks (no longer) for a response in the form of a benefit statement and a report card for succeeding weeks.

These instructions could be called the three "Golden Rules of UIC and SUB" It is your responsibility to follow these rules and it is only by doing so that you can guarantee your full lay-off benefits. You must keep your UIC claim in order and stay within the time limits set out if you wish to keep your negotiated SUB cheques.

TYPES OF LAY-OFFS

There are several types of lay-offs experienced by our members. Temporary lay-offs usually involve a large number of people for a short period of time with a definite recall date. A one page UIC application called a mass lay-off (MLO) application is used for this type of lay-off.

Indefinite lay-offs may also involve a large number of people but differ in that there is no recall date. A three page UIC application (long form) is necessary for this type of lay-off.

In both instances the lay-off occurs in line with seniority. Incapable lay-offs occur in a small number of cases and are usually temporary until the company or the union can locate a job that the member can perform. A long form application is needed.

Another type of lay-off is called an inverse lay-off. Although this type of lay-off is contractually possible, it is seldom heard of. Under this type of lay-off you are not legally entitled to Unemployment Insurance, and if you are not entitled to UI you are not entitled to SUB.

Letter to Editor

The Oshawa & District Unemployed Help Centre would like to offer its sincere thanks to members of CAW Local 222 for their continual support both, financially and morally, to the services provided by the Help Centre, especially during the trying times the Help Centre has recently encountered.

The Help Centre is proud of the services we offer in assistance with; completing applications forms, answering enquiries and launching appeals, in the areas of Workers' Compensation, Unemployment Insurance, and Canada Pension, and

of the \$250,000 brought into the community during 1989 through successful appeals.

We are equally proud of the assistance we offer in employment and vocational counselling, resume and cover letter preparation and the use of a telephone answering service for potential employment.

CAW Local 222 recognizes the needs and worth of these services and refers many of its own members to the Help Centre for assistance in Canada Pension. They are also committed to the Centre for the assistance it can offer to CAW members and their families especially those who are faced with indefinite lay-offs.

The Help Centre is committed to assisting the community, especially during these financially trying times and are proud and thankful to share that commitment and have the support of the CAW Local 222.

Sincerely yours,
Maralyn Tassone & Staff



THE OSHAWA & DISTRICT
CREDIT COUNSELLING SERVICE

"Guiding People From Red To Black"
PROFESSIONAL — FREE — CONFIDENTIAL

172 King St. E., Room 106,
Oshawa, Ontario L1H 7N2 — 579-1951

SWAP COLUMN

NEXT ISSUE — MAY 17, 1990

DEADLINE FOR NEWS AND ADS: FRIDAY, MAY 4, 1990 AT 4 P.M.

FOR SALE

1970 CITATION HOUSE TRAILER, good condition, 20', sleeps 6, 3-piece bathroom, fridge, furnace, hot water tank, new tires, \$3500. Call: 1-613-478-6203

1979 HONDA 185 CM Street Bike, 10,000 km, farring \$600. 16' Tempest Bowrider with top, paddles, bumpers, 60 HP Johnston. Call: 576-3454

NEW THREE-BEDROOM bungalow in Hastings, walkout basement, large lot, town water, deeded water access with private docking, \$165,000. Call: 1-705-696-3677

1976 MALIBU CLASSIC SW, new brakes, lines, exhaust, air, \$1500 certified or best offer. 1981 Chevette, 4-door, auto, \$1500 certified. Call: 576-2475

12-FOOT ALUMINUM BOAT trailer, 5½ HP Johnson Outboard, good running condition, \$1500 or best offer. Call: 1-705-432-2595

LEGAL DUPLEX, OSHAWA, 3- and 2-bedroom apts., also 4-bedroom semi, also wooden window and vinyl eaves-trough. Call: 725-9245

LARGE WALL UNIT in Oak, three sections, illuminated centre curio, mirrored bar, extra deep base with spacious drawers. Call: 427-0817

TENT TRAILER, in good condition. Blue and white spruce trees. Call: 983-5396

CANON PC, 24 copier, 1 year old, does everything, new \$2000, asking \$1300. Call: 623-5442

1978 FORD LTD Brougham, PS, PB, PW, radio, air, excellent shape, certified, \$1450. Call: 430-7987

KENMORE WASHER, DRYER, good working condition, \$425 or best offer. Call: 728-5070

VIKING 26" COLOUR TV, good condition, \$100. Partial board and plain board, 4' x 8', \$5.00 per sheet. Call: 728-5518

ADMIRAL 26" STOVE, A-1 condition, \$175; 8 HP rototiller as new \$450. Can deliver. Call: 655-8755 after 4:00 p.m.

HI-LO TRAILER, sleeps 4, fridge, stove, good condition, new curtains, \$1950. Call: 579-3570

21-FT. PROWLER TRAILER with canopy, A-1 condition. Can be seen at Rice Lake Trailer Sales, east of Keen or call: 728-9633 after 5 p.m.

1966 MALIBU, 2-DOOR hardtop, 283 motor, has been rebuilt, \$600. Call: 277-2281 ask for Harold

THUNDERCRAFT, 87 MAGNUM, 190 cuddy, 260 merc, white and blue, loaded, \$22,500 or best offer. Call: 985-3785

1974 20' PROWLER TRAILER, rear door, on private lot at Orono, \$5000. Call: 683-5775

LAWN FURNITURE, good condition, tête-à-tête, \$50; lounge \$30; double bed, seldom used, boxspring, mattress with frame, like new, \$150. Call: 668-8073

KENNEDY MACHINIST tool box, 8 drawers, H-12½" x W-8½" x L-26½", like new condition. Call: 723-6252

TELESCOPE, 300 POWER, 60MM, F900MM, equatorial mount refractor, asking \$300. Call: 723-5120

1972 CHEV PICK-UP, 350, auto, Buick rear-end, good project. \$1500. Call: 434-7929

WHITE STOVE, fridge and dishwasher, all for \$340, in good condition. Call: 723-9460

15' FIBREGLASS BOAT and trailer, 40 merc., new cover and seats, 2 tanks, \$3000 or best offer. Call: 725-9249

12' ALUMINUM BOAT HD, boat trailer. 2 cu. ft. cement mixer on wheels with el. motor. Call: 723-7460

14' ALUMINUM DEEP hull boat, 18 HP Evinrude with 5-gallon gas tank hoses and oars, \$1000 or best offer. Call: 985-0422 or after 6:00 p.m. 985-0335

VINYL PICTURE WINDOW, 5 x 6, one 4 x 4, 2 x 24 x 48, also Reese trailer hitch and 1970 Mercury outboard motor. Call: 728-5468

79 GMC COACHMAN MOTORHOME, 19 ft. 350 cu. in., sleeps 4, air, new radial tires. Asking \$13,800. Call: 705-652-7941

GAS-POWERED LAWN TRIMMER "Green Machine" model 3000, \$100. Call: 728-4733

BABY SETS \$15 each, lawn ornaments, all types \$13 each, shower curtains and rod, used 3 months, \$40. Call: 725-9390

4-SPEED STANDARD TRANS with hurst shifter, fits 78-82 Trans-Am or Camaro, \$200, ½ HP jet pump with 50-gallon tank, \$150. Call: 263-8825

HOUSE REDUCED, PRIVATE, semi, close to schools and shopping, Bowmanville, \$143,500 for quick sale. Call: 623-1318

8 HP GILSON rear tine tiller, excellent condition, asking \$1100. Call: 723-1340

DINING ROOM SUITE, light walnut, table 60" x 42" with two hideaway jackknife ext., 6 chairs, sideboard and china cabinet, \$2800. Call: 723-3620

1982 2-DOOR PONTIAC 6000 LE, PS PB, AM-FM cassette, excellent condition, \$5000. Call: 434-7196

CUSTOM BUILT 2-bedroom brick home, oak floors, large kitchen, 4 appliances, detached garage, lot 48' x 139'. 169 Fernhill Blvd., Oshawa, \$159,900. Call: 723-4775

1980 CHEV CITATION, V-6, PS, PB, auto, body good condition, \$1000 as is. Call: 668-3925

1987 GTA. NEVER WINTER driven. T-tops, cruise, PW, PH, PI, tilt, tinted windows, 5.0 L, standard, \$16,000 firm. Call: 987-5217 after 8:00 p.m.

1989 GLENDETTE, 26", 5th wheel trailer, awning, oak cupboards, including hitch, mint condition. Call: 705-939-2078

CAMP TRAILER, all size of bicycles including Florida bike. Look at corner of Northview and Powell in Whitby. Call: 579-3470

WINDSURFER, MISTRAL competition superlight. Complete with rig and two sails, \$500. Call: 623-4393

TOSHIBA MICROWAVE, 1.2 cu. ft., 750 watts, \$300. Piano Hallett Davis and Co., apartment size, \$1800. Call: 728-8360

WEDDING DRESS, size 7, headpiece, \$500 for both, mother of the bride suite, size 11, dusty rose, \$125. Call: 725-4320 or 571-5089

33 FT. PROWLER TRAILER, new skylights and roof newly waterproofed, good condition throughout, reasonable. Call: 728-6102

PAIR OF WHEELS, TIRES, 205 x 15 radials, fits GM ½-ton or van, \$45. Power vac indoor/outdoor vacuum cleaner, \$25. Call: 725-6853

TORONTO BLUE JAY tickets. Section 535 Row 4, pairs only. Call: Rito 644-4214 or 725-1800 Plant 1, Shift 2 E-31

1981 GMC ½-TON, PS, PB, good condition, 350 motor. Kenmore fridge and stove, gold colour, \$425. Call: 436-2449
1989 PONTIAC SUNBIRD LE, 2-door, 19,000 km, PS, PB, air, cruise, tilt, AM-FM cassette, \$11,500. Call: 576-7857

GREY PATIO SLABS \$2.00 each, 46 2' x 2' square; 8 2' x 2½' rectangle; aluminum storm door, 32" x 80" left hand opening, \$20. Call: 725-1904

1981 18" GOLDEN FALCON Trailer, dual axle, fridge, stove, furnace, toilet, shower plus roll-out awning, \$5800 or best offer. Call: 728-0004

RAISED 4-BEDROOM BUNGALOW, vinyl siding, main floor laundry, large country kitchen, over 2 acres. Call: 416-986-0835

1983 SIERRA S10, V-6 with cap only 88,000 km. Asking \$4500. Call: 705-277-1214

CAMPING STOVE, propane gas. Solid wood oak door. Tow bar. Call: 728-9041

1987 IROC, 305, 5-speed, T-roofs, AM-FM cassette, stored winter, excellent condition, \$16,000. Call: 705-357-2728

3-BEDROOM HOUSE, 15 acres. Building lots access to Kushog Lake. 4-bedroom house. Gravel pit on 63 acres. 2 Belgian horses. Call: 705-286-4388

BONAIR TRAVEL TRAILER, 14', lightweight 1979 model, completely self-contained, excellent condition, \$3900 or best offer. Call: 986-5325

1989 CHEV CAPRICE Brougham LS, loaded, excellent condition, blue, low km, must sell, \$19,695. Chev Astro, mini-van, loaded, best offer. Call: 428-6286

1988 GMC HALF-TON, PS, PB, auto, V6, 31,500 km, AM radio, rally wheels, tinted glass, \$9500 certified or best offer. Call: 723-6057

1978 SILVER ANNIVERSARY CORVETTE, 350 auto, fully loaded, low mileage, new tires, excellent condition, \$14,500, certified or best offer. Call: 683-7470

1989 CADORETTE, HOLIDAY 250, aft-cabin cruiser, low hours, \$54,900. 1989 Pontiac Sunbird SE, 7,300 km, \$13,900. Call: 436-7246

1981 CHEV ½-TON PICKUP, 3-speed manual, 6-cylinder, PS, PB, AM-FM, \$2900 certified. Call: 571-4231

MOTORCYCLE YAMAHA, 650 maxim, 18,000 km, excellent condition, \$1500. Call: 728-5705

12-SPEED BIKE, still in box, brand new, reasonable offer. Call: 728-9030

12-FOOT ALUMINUM boat, 6 HP Johnson motor, tank, oars and life jackets, \$1000. Call: 705-786-2301

1981 OLDSMOBILE CUTLASS LS, 4-door, V6, power steering and brakes, runs well, \$1950 certified. Call: 705-374-4354

1981 BUICK CENTURY, excellent condition, fully loaded, new tires, 80,000 km, \$4500. Call: 623-2918

BEAUTIFUL SWEDLER MAPLE trees, various sizes, \$1.50 per foot. Call: 728-2098

SJIMMY 88½ LW DR, auto OD, 4.3 lt., FM tape, two-tone, strips, sunroof, W. let. tires, 16,650 km. Call: 434-5499

PRIVATE, IMMACULATE 3-bedroom townhouse, Bowmanville area, garage, finished rec room, fenced backyard backing onto conservation area, close to school, \$131,900. Call: 623-1185

DINING ROOM SUITE, oak, 9-piece, large set, table seats 10-12, bought in 1975, mint condition, \$2800. Call: 723-3620

1975 PACE ARROW Class "A" 20' Motorhome, fridge, stove, furnace, ready to go, \$11,000. Call: 705-696-3677

6000-LBS. CAPACITY marine railway. Built by Naylor System, will deliver. Call: 705-324-3545 or evenings 705-793-3033

1979 GMC ½-TON, SIERRA Classic, V8, auto, PS, PB, asking \$3300 certified or best offer. Call: 705-277-3612 Bethany

WIN 270 BOLT ACTION Model 70, WIN Model 100 Semi 308, both guns like new. Call: 705-277-1438 Shift 2

CARPET, OFFWHITE 9 x 12; washer and dryer, all in good condition. Call: 725-3152

1979 CAMARO Z28, very good condition, excellent body, \$3000. Call: 576-7016 ask for Joe

1976 VENTURE 13' UPRIGHT fibreglass travel trailer, sleeps 4, 3-way fridge, many extras, very good condition, \$3000. Call: 623-7180 Bowmanville

1980 16' Holiday, sleeps 6, 3-way fridge, 3-piece bath, gas range and furnace, excellent condition \$4000. Call: 983-9409

SCUBA SUIT, MEDIUM, hood, gloves, \$60; kingsize waterbed, bookcase headboard, etched mirror, \$230, 4 tires, rims, 15", off Chevy-van, \$40 each. Call: 723-1465

QUIET RETIREMENT COTTAGE, close to lake, hunting, 2-bedroom, 1½ acres, taxes \$205 per year, year round, New Brunswick, \$23,500. Call: 725-1829

CEDAR POSTS, \$2.00 and up, any size. Call: 725-1698

1981 HONDA ACCORD, 4-door, 5-speed, running A-1, also assorted automatic trans, also gas tanks, other car parts. Call: 725-7249 after 2:00 p.m. to 9:00 pm.

1981 CITATION, EXCELLENT condition, lady driver, non-smoker, sell cheap. Also 1978 Firebird for parts, new springs. Call: 725-7249

1978 GRAND PRIX with factory T-roof, PW, buckets, factory gauges, console, \$1300 as is or best offer. Call: 725-7249

1985 DORAL CAVALIER, 22', aft-cabin, 295 merc., excellent condition, 1 owner, equipped. Call: 579-0889 or 623-3615

HOT-TUB, LIFESTYLE Phoenix Spa, 7' x 7', 1000 ltr., seats 6, many extras, used 2 years, asking \$3000. Call: 723-1278

1982 YAMAHA VIRAGO 750CC, new tires, fork seals, shaft drive, excellent condition, less than 13,000 km, \$1800 or best offer. Call: 579-7217

2 PAIRS CUSTOM drapes with pleats, brown with rust design, 140 x 91 and 115 x 91, very good condition. Call: 725-6696

ANTIQUE ROSE SHEERS, 2-rod pocket panels, 83" x 115" each, \$60; Priscillas, horizon blue, 2 panels and tiebacks 118" x 63", \$35. Call: 433-4093

2 SETS DOWNHILL ski boots, poles for men and women, \$100 each; poker, shovel and broom with stand for fireplace \$25. Call: 576-9062

THE OSHAWORKER

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TO THE READERS:

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EDITOR: Ray Finney

EDITORIAL BOARD: John Sinclair
Dave Thompson, John Kovacs

2-BEDROOM MOBILE home with Florida room, \$7000 U.S. St. Pete's Florida, fully furnished. Call: 983-5576 or 623-8175

AIRTIGHT STOVE \$150. TONKA toys, assorted, \$100. Call: 579-3211

MOFFAT FROST-FREE fridge, stove \$750 pair; Admiral heavy-duty washer, dryer \$750 pair; 12 cu. freezer \$275, excellent condition. Call: 432-7040

HV-12 VERTICAL AND horizontal band saw, like new, \$1800. Call: 623-4354

E78-14 WINTER TIRES \$175. E78-14 and F60-14 summer tires \$200. Call: 728-5619

LARGE BOAT, 6-cylinder motor, merc. outdrive set up for Lake Ontario fishing. \$8000. Needs new top. Call: 623-5139

1971 RANCHERO GT, 351 CID, southern car, very clean, air condition, stereo, \$2500, chest freezer \$200. Call: 987-3089

1989 BERETTA GT standard trans, 40,000 km, warranty for 100,000 km, transferable, many options. Call: 434-6440

1974 DODGE ½-TON, 318 motor, auto, PB, PS, best offer. Air compressor with motor on wheels rotor-tiller. Call: 725-3348

BOX TRAILER, single axle, 3,500 lbs., GBW, heavy duty, 2" hitch, 2,000 lbs. screw-type jack. Call: 987-3000

18' GLENELLE TRAVEL Trailer in A-1 condition. 16' Fibreglass Boat, 80 HP mercury motor and trailer. Three boys' bicycles. Call: 416-983-8112

NEW ¾HORSE ELECTRIC motor with forward, reverse and neutral switch and boat winch \$200. Call: 983-9204

ONE 30-30 WIN, FAC required, \$350. Call: 723-1215

1989 DAYTON, 4-CYLINDER TURBO, 21,000 km, a loaded, blue beauty, like new, \$17,000 or best offer. Call: 666-4764

1976 BELAIRE DELUXE hardtop trailer. Call: 705-793-3231

QUEENSIZE COMFORTER with 2 matching pillow shams and 2 pairs pinch-pleated drapes, duty rose with beige, 78" x 84", \$165. Call: 668-5084

1980 CHEV ½-TON CAP and running boards, new tires, exhaust, springs, 305 V8, asking \$2800. Call: 986-4660

15' KENNEDY SKI BOAT with 75 HP chrysler, new back-to-back seats, new battery, tri-pod, \$3000 or best offer. Call: 986-5204

CLASTRON CARLSON 140 Johnson, powerlilt and trim, \$7000. Pine queen-size cannonball bedframe \$175. Wedding gown size 8-10 \$600. Call: 432-0033

1989 FULL SIZE BLAZER, loaded, 15,000 km, black and charcoal grey, asking \$26,000. Call: 623-1895 Shift 2

GUITAR, YAMAHA 12-string FG420 model with case, like new, \$275. Call: 623-2611

LADIES' RIGHT HAND golf clubs, 1-3-5 woods. Irons 3-4-5-6-7-8-9. Pitching wedge and putter. Call: 723-9135

6' SLIDING PATIO DOORS, also brown aluminum storm door 36" x 80" for cottage. Call: 987-5027

ELECTROHOME AIR CONDITIONER, 10,000 BTU, for horizontal sliding window, used very little and still under warranty. Best offer. Call: 725-4203

25 CEMENT FORMS 2 x 8 \$250. 10' slide-in camper \$500. 3-point hitch cement mixer \$125. Call: 983-5390

SMALL MODELER'S LATHE \$400. 1600CC VW engine \$300. Call: 728-0731

1979 FIREBIRD AND 1985 Chevette, both excellent condition. Call: 576-0751

SOLID PINE queen-size cannonball waterbed with new semi-motionless mattress, excellent condition, \$250, assorted used windows, \$5.00 each. Call: 579-9290

10-YEAR-OLD LAWNMOWER, 3½ HP. Excellent for parts as is \$40. Call: 436-9801

1981 15' WOODEN BOAT, excellent condition, new trailer, 25hp., 2 tanks, water-skis, rope, paddles, life jackets, battery, \$2000 or best offer. Call: 666-1759

1983 SIERRA, S10 V6, with cap, 88,000 km, asking \$4500. Call: 705-277-1214

LADIES' STANDARD BIKE, men's 10-speed bike, good condition. Call: 728-6474

1975 CHEV NOVA, best offer, as is. Bunk bed \$50. Call: 728-8818

TWO SELF-STORING aluminum doors 34" x 82", one LH, one RH. Window glass various sizes. Call: 683-4759

650 EGG INCUBATOR, asking \$125. Call: 436-2164

1980 24' TRANELAIRE Deluxe Trailer, excellent condition, on lot at Goreski's Trailer Park, Lake Scugog. Towable if required, \$9995. Call: 723-4526

5.5 HP JOHNSON OUTBOARD motor, good running condition. Call: 579-6527

LIONEL HARDTOP TENT trailer \$950. 5-speed men's glider bike \$65. Call: 668-8675

1979 MALIBU V8, 4-door, auto, air, cruise, runs good as is. Call: 576-3891

PUREBRED POODLE PUPS, miniature-toy, no papers, \$250. Large folding dog cage almost new, \$50. Call: 723-0464

BOAT, NEW, 18' Starcraft c/w, 70 HP merc. and load rite trailer, \$12,000. Call: 623-5288

TWO TIRES, 225-75-15, Uniroyal steel-belted, A-1 shape, \$100. Call: 579-2936

1978 PONTIAC PARISIENNE, PS, PB, excellent condition. Call: 666-9668

SEWING MACHINE, Singer Industrial, heavy-duty, compound feed. Call: 986-4046

BEAVER DELTA 16" band saw, like new \$275, 9 x 7 steel garage door \$150, stove with catalytic burner and chimney \$250. Call: 985-9224

GAS LAWNMOWER. Electric lawnmower. Call: 623-4702

11 PC-MLH GOLDEN Bear Golf Club set, excellent condition. Call: 728-9041

TRAILER 24' TROPHY, with full bath, stove, oven, hot water heater. Call: 576-3338

1986 HONDA 100XR, bought new, excellent condition, \$1100 or best offer. Call: 885-4225

MARINE RAILROAD, holds 23' boat, 40' of track, electric wrench and stands, \$1000 or best offer. Call: 986-5204

1980 BUICK \$500. 1980 OMNI \$600. Datsun truck parts. 1974 Cutlass front end. 1979 LeM

News and Views

By **DON WHALEN**
Committeeperson
District 6

1990 NEGOTIATIONS

Myself, plus the entire Shop Committee (12 Districts, 4 Area Chairpersons and the Plant Chairperson) met for two days so far to go over our Local Agreement to get ourselves ready for negotiations. We have one more day set aside, I believe, May 3rd. What we do when we do this is go through the



Local Agreement (all 207 pages) page by page to see what we want to try and change or improve when we meet with GM in negotiations, and go through it all again with them. This is a very time-consuming process, as everything on every page of our Local Agreement was negotiated every three years. (Not like some people would lead you to believe that everything you have was given to you on a silver platter.)

In my last article I said I would list the priorities for the 1990 negotiations but I guess it is still a little premature to do that yet as we are still in the process of formulating them. The list a few priorities and not necessarily in any order as of yet, some of the main issues will be: Wages, Job Security, Improve and

Update our Benefit Package, More Time Off, etc.

There will be a Collective Bargaining Convention in the latter part of May. This will be for four days and will be when and where most of the demands will be priorities. I will be attending this convention in Toronto and will keep you up-dated.

One very obvious demand General Motors will have on the CAW in negotiations will be **absenteeism**. They're building cases on a daily basis across Oshawa by suspending and discharging people who give them (GM) the least little opening, by not phoning in to report your absence, not filing for S & A quick enough, etc. I am advising everyone no matter if you only take the occasional day off, please report your absence and keep your absentee number when you get it, when calling in.

I know for a fact General Motors would love to have Paragraph 74 of the Master Agreement deleted and no doubt will make that a demand on the CAW (Para 74 states any employee who is known to be ill, supported by satisfactory evidence, will be granted sick leave automatically for the period of continuing disability).

HIGH INTEREST RATES

A lot of prominent people are predicting interest rates will remain high for the next 12 to 18 months. If this is factual it could have devastating effects on many Canadians. From home buyers to small business

owners, from car buyers to students, Canadians are suffering and will continue to suffer from high interest rates.

But this is necessary medicine, we are told by Bank of Canada Governor John Crowe, our official anti-inflation crusader. Until inflation is in check, it seems we will all have to tighten our belts, we will all have to suffer a little.

Well, almost all of us. As for Crowe himself, it seems that while he has been lecturing us about the evils of demanding five percent cent wage increases, he has been tucking into tidy little pay increases of between 12 and 21 percent in each of the last three years.

The Mulroney Government won't reveal exactly how big the increases are to Crowe's \$200,000 plus salary but Mulroney has on numerous occasions tried to justify his salary. It sickens me to see people like this running our country. It wouldn't be near as bad if they would practice what they preach. I sure hope Mr. Crowe does not have shares in General Motors, and I also hope they're wrong on the length of time interest will remain high as car sales are starting to show signs of improvement.

EXECUTIVE ELECTIONS

This very important election will be held on May 7th, 1990. I would only ask at this time that you take a serious look at all candidates before you vote. This is a very important election so you should take the time to vote.

2nd Vice-President's Report

By **JACK WHALEN**

Since my last article things have picked up a bit in Oshawa as far as General Motors is concerned for recalling employees, as our plant-

wide date now is September 23, 1985, with 300 still on indefinite lay-off. Our Skilled Trades section is still at approximately 190 still laid off. As our summer holidays are approaching our

Shop Committee will be sitting down with Management and drafting up our "Summer Help" letter. This usually entails all people on lay-off to be recalled for vacation purposes into the plant and then anyone incapacitated (Placement) next, and then, of course, students.

This "Letter" is signed by both parties each year and the more employees that put in for their holidays the more "Summer Help" people will be in, to replace as such. Our Stamping Plant will need replacements as near as May 1st. This would mean that starting by May 1990 our summer letter should be in place and moving.

COMPENSATION ANYONE?

I find it very hard to capture the true existence of the Compensation Board of Ontario! We all know what a "Placement" case is or we sure have heard of them. Over the 28 years I have been in the Plant there has been quite a bit of controversy concerning our Brothers and Sisters who have been incapacitated sometime in their lives from an injury incurred in the Plant.

Language was put in our contracts to protect these employees, mainly from discrimination and

more importantly, to keep employed with full seniority rights. There have been a few changes over the years to this language to satisfy the total membership. Our Human Rights Code today will have to be recognized with any future changes.

I am concerned that our membership that are incapacitated in any way from their workplace are not being treated in a respectful manner from their Employer or Company doctors and especially from the Compensation Board.

Employees get hurt on the job, go to their doctor and he/she diagnose the injury and send a letter to that effect to the Company and to the Compensation Board. The Compensation Board now along with the Company doctor decides whether you can do this job or that job and force you to work.

The Compensation Board actually came right into the plant and looked at the job or jobs in question. There are a lot of disputes on this procedure as some employees are having their Compensation claims monitored to the fullest and payments reduced, cut-off. In some cases, members have been discharged. Knowing that there are all kinds of different views and viewpoints on this controversy — I do not agree with a Government body coming into the plant when it affects the lives and livelihood of our members.

Yourself, your friend or one of your loved ones could be affected today, tomorrow or sometime! I think we should more seriously look at this as all doctors should clean up their act, as they alone should be able to determine the extent of injuries whether temporary or totally incapacitated! Let's think like friends as we are not doctors. Some of our friends need encouragement! Not ridicule!

Duplate Report

By **DON CHALLICE and the Committee**

The negotiations are behind us and our new contract is ratified. The committee has been able to return to the plant and address the problems facing the membership.

The biggest problem being faced at present seems to be the shake-down that happens after every new contract. The majority of our membership, and even the supervisors in plant, don't totally understand the conditions of the new agreement. There is a lot of confusion over the changes that have occurred. This is normal. If you don't understand what a Trained Replacement Employee or an indexed pension is, then ask one of the committee here in plant to explain it to you. If we don't know you're having a problem with the contract, then we can't help you with it.

The next major problem that has raised the concerns of several people in plant has been the lay-off of 47 employees since the contract was signed. The main cause of these lay-offs in Oshawa has been twofold. First, the company stockpiled a large surplus of glass to hold them over in case we struck. This has given the company a cushion they are using to cut back on overtime and production.

Secondly, the company is investing in new machinery for the new Oshawa plant. They have closed down the old screening room in order to build an integrated line, the same as they have for seven furnaces. This has resulted in the shut-down of screening, nine furnaces, and three cold end until the company is ready to run production

again. As usual when the new process is ready to run, the company will be doing the work with fewer employees.

The lay-off picture in Oshawa has not been good, especially for those people affected. The picture in Hawkesbury has been far worse. The company in Hawkesbury has lost two windshield contracts to other PPG plants. This has resulted in the layoff of 160 employees, forty have been told they are indefinitely laid off with no prospect of return. We may have fared better in Oshawa than our sister plant in Hawkesbury. But we should still remember that both plants are working for an employer that has no problem treating employees this way.

With all of this discussed, it is obvious that there are still more outstanding problems. The committee was asked at the ratification vote to have a general membership meeting at which the members can tell us

what their problems are. In answer to this we are trying to get a room booked at the new Union Hall. We hope to be able to do this some time in May. When the date and place is arranged, we will post this information in plant. It is hoped that Duplate members will attend this meeting.

At present, the committee is also trying to arrange for an in-plant election. This is needed to replace Jim Jesson who has resigned as alternate committeeperson for Zone 2. When Bill Hart of the election committee gets back to us on this, it too will be posted in plant. If you wish to run for this position, you must put in a nomination card when the position is posted.

We would like to express our thanks to President John Sinclair for the help and consideration in putting our demands and getting our contract together. We appreciate the size of the Local and the amount of time involved running the Union.

Thanks, John.

S-A Forms - Dependent Changes

By **MIKE LEVEQUE**
Insurance Representative

Anyone requiring sick and accident forms must phone Metropolitan Insurance in Ottawa. Forms will be mailed to you at home. You cannot pick up S&A Forms at the benefit counter in the South Main office. For S&A forms phone toll free 1-800-267-9636. If you are in area code 519, use 1-800-267-



8536. S&A forms should be returned

to Metropolitan Life via the regular mail using the envelopes provided or envelopes may be sent by implant mail to the benefit office to be sent to Ottawa by Daily Courier Service.

CHANGES IN DEPENDENT — BENEFICIARIES

The benefit office is now located east of Oshawa and any changes in dependent, beneficiaries etc. should be done by phone. The local number is 644-7148. For those people outside Oshawa, the toll free number is 1-800-263-7913.

Anyone needing the service of either a SUB or insurance representative should have their supervisor put in a call for us. This can be accomplished by calling 7832 on the day shift.

New Contract Duplate

By **DONNA BURKE**

I would first of all like to thank those of you that took the time to go and vote for the Standing Committees at the old hall, especially those that voted for me as I was re-elected to the Human Rights Committee. Congratulations to all the other successful candidates.

Well, time moves on and the Local has now moved to their new Union Hall on Phillip Murray. It's sad to leave the old hall, with all its fond memories. It's not that I'm an old Union member but after doing the retirees' dances, and hearing the stories they have shared with me, there is a lot of history in those old walls. But as they say, time moves on and the beauty on Bond Street was outdated.

Congratulations, members of Local 222, we now have a new building we can be proud of that is "with the times". Remember this is our Union, our building, so let's be proud of it and use it.

PPG Duplate settled their contract with ratification on April 5th, 1990. With a previous of what was offered and a very good debate, along with a few parking tickets, we ratified the agreement by 74 percent production, 71 percent skilled trades. The agreement features pension parity with the big three pattern. This means a six-year agreement for pension inflation protection for future retirees of up to 90 percent. There are also increases for current retirees.

Wage increases over three years for production are 45 cents in the

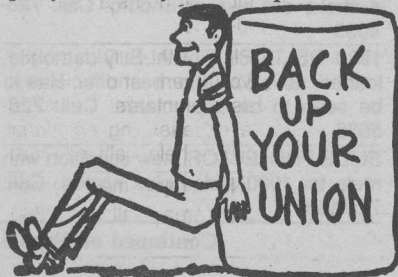
first year, 25 cents in the second and third years. Skilled Trades received 51 cents (plus a special adjustment of 40 cents) in the first year and 25 cents in the last two as well.

With some added language to Local Agreements, improvements to benefits such as dental, vision and SUB, we are set for the next three years.

Unfortunately there was no increase for the "shift premium".

With the contract behind us, it's time for lay-offs, and the following was announced by press time, Bonding 22, Main plant 15 supposedly for only two weeks, but time will tell. Anyway for now the low seniority from Bonding will be laid off, and Main Plant will bump over to Bonding taking a loss of approximately \$4.33 per hour or \$173.20 per week.

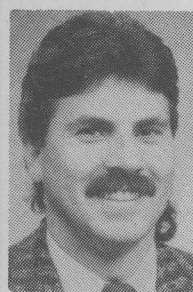
Section #8, Change of Shift provisions in the new contract has already brought about problems. The shift schedule is posted Thursday and locked in a three (3) p.m. No further shift change will be made until the following week. The problem arose when an employee was bumped off their shift with more seniority than the employee that remained on shift. Because this employee was on midnights, and the schedule was already locked in before their shift even started, we will have to file grievances, because we don't even get to see the schedule to find out if the Company has made a mistake, before it's locked in. Hopefully the committee can get this corrected shortly.



Zone 50 Report

By JOHN SCANLAN

As this is my first *Oshaworker* article since my election, let me take the opportunity to **thank all of you** for your support and a chance to



represent you for the next 3 years. Many of you have told me that it is a bad time to get elected and that I would probably be blamed for just about everything that can go wrong

regardless of who was involved prior to! This of course is true in some cases, although to me it is **part of the challenge** and I was well aware of these types of problems before I ran. With your help, patience and support, we will be able to deal with the old problems and **face the new, collectively.**

AROUND THE ZONE

Here are some of the hot issues facing us a Construction Department:

Contractors: Your response to contractors working in our plants have helped Pat and myself forward our demand to bring our people back from the street. Although the company is aware they **cut too many heads**, they are **slow** to admit we need them back now! If they will come back!

Line Repair: Although this is a very sensitive area, when we deal with our own trades, I feel, as the Construction Rep, I have to appeal to our line repair Brothers and Sisters for support. The company is taking a harder look at job sheets issued to construction. They are then issuing this work to our line

repair workmates, in effect having them do construction work on top of their own. So I ask you, if you are told to do construction work, **do it under protest** and call your Committeeman right away. This may sound harsh, however, the long term probability is that line repair will do our work. The company will be very happy. The construction crew will be **further reduced**, and GUESS WHAT — the construction seniority employees will flow to line repair and **displace them to the street.** So, as you can see, we can all help each other down the road by co-operating with each other today!

Benefit Package: I would like to comment on the benefit summary recently issued by the company, and in particular, the covering letter sent to **all employees** from George Peapples. In this letter, **the boss** tells us how **proud he is of the package the company is providing us.** I really don't expect Mr. Peapples to say that the Union negotiated this package with the company and that **we went on strike** over the years to be able to even start talking about benefits or that it's true the company didn't want to give us **anything.** We earned it, as what is commonly known as **the worker.** If GM of Canada is so proud of this "Total Compensation Package," then perhaps they will "reflect that pride" in 1990 negotiations without us negotiating it. I wonder if George has checked out the tax situation, interest or inflation rates lately.

In closing, I should mention that Mr. Smith's visit to Oshawa was afforded a budget in the hundreds of thousands to **clean up the ground he walked on.** Remember THAT when Mr. Lyons tells you we have to be competitive!

Sitaram's Corner

Eliminate the Smut Pamphlets

By DAVE SITARAM
ZONE 35

In the coming weeks ahead, there will be an enormous amount of pamphlets from candidates. Anything to get elected or re-elected in the upcoming Executive Elections. Some candidates will have well-written, constructive pamphlets that are designed to highlight their experience, education and dedication to the



Trade Union movement, and their ability that will make them the best man for the job. Some will have pamphlets that will try to discredit the incumbent or often candidates in a less than respectful way.

Most of us have seen them at one time or another; they come under different titles, some worse than others. In my opinion, these smear pamphlets do not benefit anyone, especially the writer. Our Brothers and Sisters on the floor have no need for this; our Local Union does not benefit from this. The candidate don't, and certainly can't have any credibility if he is a part of it.

There are others that come under the heading "John Doe Speaks Out" or some similar title. These are usually directed at the incumbent and the writer will portray him as incompetent. The times he did not fulfill his duty, or any other misdemeanour he can think of in the in-

cumbent's last term. I often question these types of accusations, how accurate they are.

It seems to me, Brothers and Sisters, if you are aware of any elected Rep who is not doing his job that he was elected to do, you should speak out then. You do not wait until elections come around to make your concerns known. **Remember, if you are not part of the solution, you are part of the problem.**

It is my hope for the good of our Union, all future elections will see candidates' pamphlets clean and free of smut. Stick to the issue in serving the membership.

SITARAM ENDORSES SINCLAIR AND KOVACS

As an elected Rep, I have had dealings with John Sinclair and John Kovacs on numerous occasions. First Sinclair, he is truly what you call a good Trade Unionist, hard-working, honest, and dedicated. With all the different duties that comes with the job as President, Sinclair still finds the time to participate in local charities all in the best interests of this Union. Sinclair has made a truly great contribution to the CAW and especially Local 222 since elected to the President's job.

I got to know Brother Kovacs during his term as SUB Rep. Kovacs served the membership with

100% dedication at the office or at home. He was always there to help or give advice. Brother Kovacs kept the membership informed in *The Oshaworker* on a consistent basis, and it is a pleasure to read his column.

When he was elected to the Secretary Treasurer's job, I said in the paper, "John would surely be missed." Since taking over the Secretary Treasurer's job, he has done a remarkably good job with our money, he holds a tight rein on spending.

Kovacs still finds the time from his busy schedule to listen and give good advice to anyone who has a problem. John once said, and I quote, "not enough time in a day to serve the membership." That's the real John Kovacs.

IN CLOSING ON A SAD NOTE

The Battery Plant mourns the sudden loss of George "Gibby" Sparkes, known to his friends as Gibby. He started in GM in 1967 and was a long-time employee of the Battery Plant. You will be missed by all the Brothers and Sisters in Local 222.

Secondly, Brother Ray Warner mourns the loss of his father. Our sympathy and condolence goes out to the Warners and the Sparkes families.

SWAP COLUMN

Continued from Page 3

1987 GMC 1/2-TON Wrangler, AM-FM cassette, cover and boards, 69,000 km, \$9300 certified. Call: 436-9086

SEVEN CELLAR WINDOWS, wood with storms, size 21 1/4 high x 37 3/4 width, \$75. Call: 725-1668

WISHING WELL, black and white, black roof, 36" diameter, 54" high, \$50. Call: 725-6829

ELECTRIC LAWNMOWER, queensize waterbed, 1 year old, dehumidifier, A-1 condition. Call: 725-1937

GIRL'S 16" MOUNTAIN bike, 5-speed, \$65. Snowblower, 1 year old, 8 HP, 25", \$700. Call: 728-8738

TRUCK CAMPER, fits on small half-ton S10 or S15 6' box, fridge, stove, furnace \$1300. Call: 416-342-2866

SWAG LAMP with matching drapes, red and white, 67" high x 44 length, also single bedspread, plain, excellent condition. Call: 723-9636

DINING ROOM semi-sheer mint, triple fullness, 85 high x 132 length. Also kitchen curtains 44 high x 25 length, excellent condition. Call: 723-9636

ARMY SURPLUS, wool pants \$18-20, NATO Jackets \$25, Dutch herringbone pants \$20, knapsack/shoulder bag \$10, doublewall pants \$18. Call: 579-9092

1979 BLAZER 4 x 4 PARTS, fender, quarters, rotors, drums, transmission, rear-end, (posi) 10 bolt (posi) rear-end, 5.13 gears. Call: 576-6083 or 434-6814

CEDAR TREES for hedges, electric lawnmower, aluminum storm door 84" x 34", 2 tires R14. Call: 725-7768

ANTIQUA WALNUT bedroom suite, 5 pieces, bed, 2 dressers with mirrors, highboy and nightstand, in good condition, \$1200. Call: 623-5579

ONE LARGE BAR fridge, reasonable, good condition. Call: 434-6010 after 4:00 p.m.

LARGE 4-BEDROOM, 4 LEVEL, semi-detached backsplitted, near Oshawa Centre, in-law apartment rented for \$700 a month, beautifully finished. \$162,900. Call: 434-8071

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GOOD HOME FOR a small 2-year-old blonde female dog, Poodle and Terrier mix. Not used to children. Well behaved. Call: 623-2335 after 5:00 p.m.

WANTED TO BUY

24 to 27' TRAILER IN Picton area, on a site. One man's mountain bike. One leather pucking bag. Call: 666-5346

WOODSPLITTER, GAS 8-10 HP, has to be in good condition. Call: 1-655-8079 leave message (Norma) or night 1-764-8754

350 OLDS MOTOR or whole car. Call: 436-2164

NEED A SAND FILTER for a 15' above-ground pool. Call: 723-6057

RING MAGAZINES 1950 to 1980, also hardcover or paperback books on boxing. Call: 728-7371 anytime.

48" VINYL-COATED chainlink fence. Call: Ajax 683-4177

FOR RENT

ROOMS STARTING at \$75 per week, near down town or south Oshawa. Call: 436-1024 or 434-1220

2-BEDROOM COTTAGE on Pigeon Lake. Indoor facilities. Available May 15th and on. Call: 705-799-6366

PAPINEAU LAKE, 2-bedroom cottage, all conveniences, safe for children, \$275. June 30, July 7-14-28, Aug. 25. Call: 985-7067

MINDEN, 3-BEDROOM cottage on lake, no roughing. Call: 576-3886

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ARE YOU THE SPOUSE or relative of a problem drinker and seeking help? Call: Al-Anon 728-1020

DISTRESS CENTRE. Telephone befrienders. Available 24 hours a day. Call: 433-1121 or 686-2366

ARE YOU COPING with daily stresses? Community Involvement and Volunteer Program needs volunteers to assist others who are experiencing emotional difficulties. If you can help, call: 576-7661
DO BABYSITTING in my home, Thickson Road and Dundas Area. Call: 668-0960 after 6:00 p.m.

Your Pension

By KARL ZIMMERMANN
Alternate
Pension Representative

Once again, I would like to point out that if you retire with 30-and-out voluntary or with a mutual (have to be age 55 or older with a mutual), and exactly 30



years of credited service, you will get a special allowance and therefore have an \$8,000.00 a year earning restriction (earnings are defined as the type of employment

earnings subject to contributions under the Canada or Quebec Pension Plan). At age 60 years, if you retired on a 30-and-out pension, your pension is now redetermined. You get all your years of credited service and the special allowance is no longer payable. This is the amount of money which guarantees you your negotiated amounts. You now become eligible for Canada Pension at a 70% rate based on your length and amount of contributions since 1966.

I would like to illustrate this. If you retire with exactly 30 years of credited service on a mutual before age 60 — Assembler C code \$31.50 — retire on or after October 1, 1989:

GM basic \$31.50 x 30 years =	\$945.00
Supplement \$18. x 30 years =	\$540.00
TOTAL	= \$1485.00
Special Allowance	= \$ 160.00
TOTAL	= \$1645.00

As I explained to you the special allowance is no longer payable at age 60, therefore you lose \$160.00 from your GM Pension. In order for you to have a stacked Canada Pension, you would have to have 35.1 years of credited service x \$31.50

plus your supplement of \$540.00 equals \$1645.65 plus CPP or if you retired with more than 35.1 years, you then would have a gain over the \$1645.00.

On or after October 1, 1990 with 30-and-out, the guaranteed amount is \$1715.00 and again if you retire with exactly 30 years, you now will lose \$185.00 at age 60 (\$33.00 x 30 years plus \$540.00 supplement) — do it yourself on a piece of paper.

On or after October 1, 1991, we will go to \$1785.00 (age 60: \$34.50 x 30 plus \$540.00 supplement = \$1575.00). If you retire on this date or after with exactly 30 years, you will lose \$210.00 at age 60 of your GM Pension.

This loss increases to \$240.00 on or after October 1, 1992, guaranteed amount 30-and-out is \$1875.00 (age 60 \$36.50 x 30 plus your \$540.00 supplement = \$1635.00). Of course there will be COLA increases but the fact remains if you retire with exactly 30 years of credited service, you will lose monies at age 60 from your GM Pension due to the fact that you don't get the special allowance any more, which guaranteed you the negotiated amounts, but again you are now eligible for Canada Pension and your total combined pensions are now greater. A voluntary 30-and-out looks different because of the age reduction factor. The bottom line is the same with the same years of service and at age 60, it is redetermined the same way as a mutual and if you retired with exactly 30 years of service, you will lose the same amounts of monies as with a mutual.

In May there will Executive Elections plus you will have a chance to elect the delegates to the CAW Council. I urge all of you to exercise your democratic right to vote. How you cast your ballot could affect your future in our fight with GM

over the pension issues. John Sinclair, John Kovacs and myself have been one solid team on this issue. They, upon approval from you the membership, in regards to monies spent on legal matters at all times made wise decisions which some day (I hope soon) will be a benefit to all members of Local 222 and the CAW. I therefore recommend John Sinclair and John Kovacs to you the membership for re-election to the respective positions.

Women's Committee

By PATRICIA CAMERON
Chairperson

To begin, I would like to congratulate all of the newly elected women who have joined the Women's Committee. On behalf of the Women's Committee, I would like to thank all the Brothers and Sisters who took the time from their busy schedules to come out and support our election both before and after their shifts. A special thanks to all of you who actively contributed your time and efforts.

To briefly touch on some of our activities, we recently attended the OFL Women's Conference in Toronto. I'm sure all of the women gained considerable experience in many areas from this Conference. We were able to participate in group interviews with our local MPs at Queen's Park on some of the women's issues that were on the agenda. We also took part in workshops and discussions. I personally found all of this very informative. I met some very interesting people and from the workshops I was able to gather some valuable information for future reference. Our Local was well represented.

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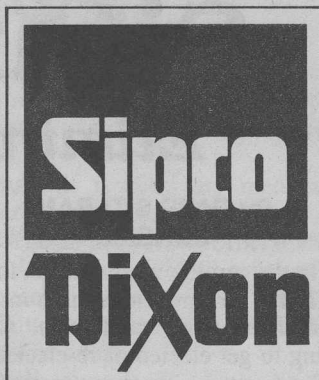
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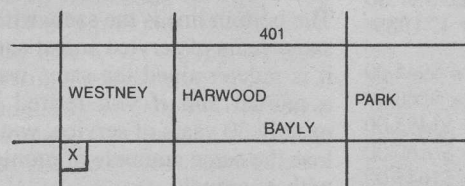
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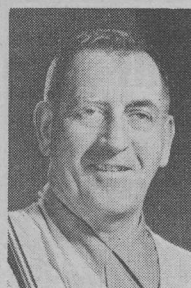
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Rod and Gun Club

By ROY FLEMING

I am taking my own advice on watching birds. I mean those large flocks of geese that seem to occupy every inch of grass along the shore of Lake Ontario. On one of my bird-watching episodes at the Whitby Harbor, I choose to watch the geese on the lawns of the hospital at the lake. I took along my field glasses and my bird book. As I scanned over one of the large flocks of geese, I spotted three geese that were different from the rest of the Canadian geese. I had my book, *Ducks, Geese and Swans of North America*, by F.H. Kortright, a Canadian book for Canadians. The book has many plates of these birds, and the colours are true. I knew I was watching three geese among the thousands of Canadian geese that were "Blue Geese." These geese were a little different from the rest of the geese in manner and overall appearance.

The book says both sexes in Blue Geese look alike. I had not seen these Blue Geese since I was shooting on the Western prairies. These three geese brought back some great memories of duck shooting out west. The Blue Geese seem to be heavier than the others, but the book says they are not. Their reddish feet and orange bills, white neck and breast and dark brown bodies make them if anything look like barnyard geese. These geese do not frequent our area when migrating north or south. Blue Geese fly very long distances, from the tip of the Arctic on the tundra to spending their winters on the Atlantic coast salt marshes. With the pollution so great in the ocean and the very large marshes on

the East Coast being more drained, we may see more Blue Geese along the north shore of Lake Ontario, as the pollution builds up and we grow more corn and the stubble fields provide plenty of winter feed.

The swans, like the mute, whistling and trumpeter, beg for food along our lake front and spend the winters with us. I find sometimes, especially in flight, swans are hard to identify but when they are on the water and you are only a few paces from them, they are not so hard to identify even though all these swans are large water birds, are all white, and they all seem to have black feet.

The mute swan has a distinct orange bill and both sexes look alike. The trumpeter swan is the largest of all swans and has a black beak that is marked all the way to the eyes. This bird is all white also. If you are at the Oshawa shoreline, you will see the large yellow wing tags on these birds. The trumpeter swans in this area probably were raised in the Cranberry Marsh with eggs brought from another nesting site by mute swans. The biggest predator of the young swans are snapping turtles which are overabundant in the Cranberry Marsh and should be controlled, or the raising of these trumpeter swans will be lost.

The whistling swans are also a large water bird. They are all white with a black beak and if you are close, you will notice a small white streak stretching from the eye to a part of the black bill. These swans seem to be more streamlined and are wonderful flyers. Nesting in the arc-

tic and spending their winters in Chesapeake Bay on the east coast salt marshes. I have seen very large flocks of these swans over Lake Erie, flying north in the spring. If you have very good field glasses and are at the lake front, look for these swans flying north out over the lake, about half way from one shore to the other.

The food of swans is mostly grasses and small shells and they very seldom go to the fields to feed. There is a small path of grass that grows in Lake Ontario at Cherry Beach, half way from Port Hope to Newtonville. In the spring or the fall, if you are in this area, you will see many diving ducks, geese and some swans feeding on this grass. I think it is called eel grass. This eel grass has a herb on its roots that the birds like as food. This patch of grass grows only in a certain part of Lake Ontario, and is the only place I know where this eel grass grows in our part of the lake. When I first started looking for ducks and geese, we were told this is where they feed in the spring and fall. As the countryside changes with buildings and other objects, and the large lakes having a hard time to survive from the pollution, these natural food banks will disappear.

One would ask why the geese are so plentiful along the shore of Lake Ontario and why fifty years ago you never saw a goose wintering in our area or a goose nesting. A few reasons are that the winter food supply for the geese along the east coast is being polluted and the salt marshes are being drained. The many acres

of corn grown along the north shore of Lake Ontario provide ample winter feed.

If my reading of many hunting books is true, most of these geese came from the south shore of Lake Ontario where many hunting clubs had good goose hunting for years, using geese as live callers. These geese were kept in very large wire pens and became very tame. I think the year was 1932 when live callers were banned in the use of hunting geese. The large hunt clubs appealed this ruling and live callers were used until 1935 when the ban was placed on the use of live callers of both ducks and geese, and has been on since. Then pens of these semi-tame geese were released along the south shore of Lake Ontario, and they stayed and started bumming food along the lake shore parks. The grass in the parks was excellent food, so the geese wintered and found food and protection. The geese then moved along both shores of Lake Ontario and found more parks with excellent grass and easy hand-outs by the people who loved to feed them.

I hope no disease or pollution kills these birds. Geese do not mate

until they are three years old. That is why you see the geese all the year round. Sometimes, these young geese will migrate later in the season, stopping on the way if food can be found.

The motor boat and trailer has been purchased and your \$2.00 membership card is all you need for a chance to take home this matched fishing outfit. The motor is a Johnston 25 horse, the boat is a deep well-constructed Canadian outfit that you would feel safe in. There are some salespersons throughout the plant; if not, give me a call at 728-8831.

This membership has many privileges, one being you can make an entry with that fish you were going to catch, and then maybe take home a trophy for it. There are other privileges, like spending a day on one of the two farms that are northeast of Newcastle. There are extra fees to indoor target shoot, and if you enjoy trap shooting, there is a good field with all the equipment. Weed drag is on Sunday, June 3rd, at Lake Scugog. The next business meeting should be at the new building, southwest of Oshawa. See you there.

Battery, Aluminum Rad, and South Stamping

By JACK VERNON
District Committeeperson

Everyone should be reminded that their transfers have run out as of April 1st, 1990. If anyone is desirous of moving, these should be filled out immediately. The same holds true for your remain-at-work forms (ALFIE). With all the controversy going on in District 8 during the last month, I thought it only proper that you be brought up to date on the accusations being distributed by a few individuals.

First of all, Para. 23 of the Master Agreement clearly states that the Zone Committeeperson will without undue delay have grievances delivered to the District Committeeperson. If not adjusted at the first step of the grievance procedure, so that an appeal can be lodged with the Superintendent within **two days**. While attending a meeting with Area Manager Paul Nesbitt on March 22, 1990, I was asked what he was supposed to do with all these grievances that were filed on March 9, 1990. I took the white copies and in the course of my investigation with one of the grievors, found out that there were more filed. These had been filed by the Alternate Committeeperson who, being recently elected, didn't realize that it was his job to pick them up, so that

is why they are so late. I have set up a procedure now whereby when the Committeeperson gives me a grievance, he can sign a book with the date clearly noted. This should clear up this problem. These people were told I had the grievances, when in fact I had never seen them. If grievances are going to be lost because of time limits, then I am not going to be held responsible.

There is a problem in all plants involving AVOs to job openings as well as opposite shifts. It's funny, we never had problems with this before.

If the Sister in South Stamping from 3rd shift could get together with Brother Robertson, then you too will find that you both being told the same story and only one person can be right on this move: the person with high seniority with an application on file will fill the opening.

I have shown the majority of AGV monitors in South Stamping the agreement signed by both parties protecting your rights within this classification. Both Committeepersons agree this is a good agreement, but you all know the story about your overtime rights, bumping, etc., being violated.

A bulletin was put up in the Battery Plant on March 27, 1990 stating your vacation period would be the two weeks beginning Monday, July 30th, 1990, and if you wanted additional time to file an application with your Supervisor. These bulle-

tins have been defaced and I have witnesses of the people who were tearing them down because they say you don't have to tell anybody anything until May 1st, 1990. A lot of people have approached me about their sons or daughters working during the summer vacation as students, and a lot more want extended vacations. This has never been a problem in the past or wouldn't be in the future if this bulletin is followed. However, if you listen to these idiots, this could all be in jeopardy.

I could give you more instances why there is such turmoil in the last 4-5 weeks, but I am sure you can draw your conclusions from this example. I can recall when Phil Bennett was Chairperson: he used to say, if you can't do your goddam job, then I will do it for you.

I am prepared to do the same. I have a very busy schedule at this time with the Company being up to their old tricks prior to negotiations, but I will still answer your calls, probably faster than they are being answered at present. You can reach me in my office any morning between 6:30 and 8:00 a.m. (ext. 3992).

I will have more in the next issue about Rad and Tri-Link, but again if anyone has a problem, don't hesitate to give me a call. You might not like the answer, but you will have the satisfaction of knowing it is the truth.

Auxiliary 27 Bowling News

By PHYLLIS CLARKE

FEBRUARY 27, 1990

High Triples — Verna Parker 689 (207, 283), Kathleen Melnichuk 654 (248, 221), Phyllis Munroe 608 (262), Loretta Gourley 600 (212).

High Singles — Barb Smith 259, Irene Cotton 243, Betty Clarke 227, Betty Rutherford 224, Joan Taylor 208, Marj Leddy 205, Andrea Gray 203.

MARCH 6, 1990

High Triples — Phyllis Munroe 720 (227, 268, 225), Annabelle Cobb 641 (228, 218), Marj Leddy 634 (232, 240).

High Singles — Irene Cotton 228, Verna Parker 220, Andrea Gray 221, Betty Clark 218, Kathleen Melnichuk 209, Lil McEachern 206.

MARCH 13, 1990

High Triples — There were none. What happened, Sisters. Did everyone have Spring Fever?

High Singles — Barb Smith 230, Irene Cotton 224, Andrea Gray 221, 208, Phyllis Munroe 221, Lil McEachern 201.

MARCH 20, 1990

High Triples — Annabelle Cobb 654 (268, 222), Kathleen Melnichuk 646 (290). Some good competition between Mother and Daughter in triples, but Mother's experience won!

High Singles — Betty Rutherford 242, Loretta Gourley 222, Phyllis Munroe 220, Lil McEachern 201, 212, Andrea Gray 208, Phyllis Clarke 203.

The following is the result of the Inter-Area Auxiliary Bowling Tournament held on Saturday, March 17th, which was hosted by our Sister Auxiliary in Brantford. After the trophy presentation, we enjoyed an evening of dancing. We had a very

delicious meal. I would have to say it was **almost** as good as the meal our Auxiliary serves!

Our top 6 bowlers came in second with a total pin fall of 3,582 for 3 games. Congratulations to Kathleen Melnichuk, Phyllis Munroe, Loretta Gourley, Annabelle Cobb, Verna Parker and Andrea Gray. We are proud of you!

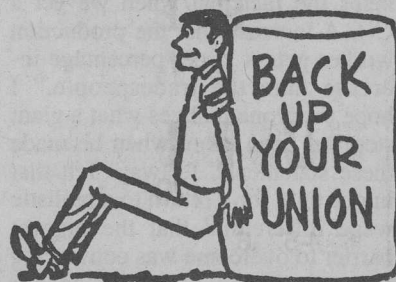
Other trophies won by Auxiliary Members from Oshawa were: High Triple — Phyllis Munroe 762; High Single — Loretta Gourley 320 and Vi Coolidge 233; Low Scores — Joan Taylor 144 and Helen Rotterman 142.

Next year the Tournament will be hosted by our Sister Auxiliary 264 in Windsor.

NOTICE HOSPITALIZED OR SICK

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Please call or in-person
Phone: 723-1187 or
728-8600

M. Tureski
Sick & Visiting Committee
— Chairperson
Local 222 CAW Retired
Workers Committee



Health & Safety Info

By CHRIS DAVIES, Health & Safety Coordinator
and A.G. SIMPSON

Fellow members, we have managed to make a lot of accomplishments in regards to Safety over the last six months. The Ministry of Labour has issued six orders to the Company, all with the health and safety of our members in mind. Most major problems can be worked out by the Safety Committee, but if the Ministry of Labour has to intervene, so be it ...

The Hygienist's report for the Plating Department is on track and will be received before the end of April. The hygienist's report on the Aluminized Wax was received on April 2nd, and the bottom line is *Further Full Shift Sampling is required to better determine the exposure Hazard*. We will see this in the near future. This should have been done to begin with. The product was only tested for a 90-minute period and we, the workers, will be exposed to it for 24 hours a day, and six days a week. Well, I say no more ...

One of the major items on the agenda at present is improving ventilation throughout the plant. The press needs a major overhaul. A petition on earplugs was presented to the Management with several hundred names on it on April 6th/90. They were shocked to see all the members sticking together. Let's keep the unity, and make the system work. The same petition is being sent throughout each Plant and will be discussed at the Master Commit-

tee Meeting on April 20th, in the Cambridge Plant. First the Company took the foam ear plugs away, then to our surprise they took the foam sweat bands. Well I know in the summer months without this personal protective equipment (sweat bands), I will have to make many trips to the washroom to wash the excessive sweat from my forehead. There is nothing worse than working on a dangerous job sweating and all at once the sweat runs into your eyes and before you know the work you are doing is interrupted and maybe even a potential accident.

We are working on amending the smoking law (Bill 194) at the present time. The Press Department doesn't even have a designated smoking area. What's wrong, do you guys not rate or what?

If you have any recommendations to amend this policy in the Plant, feel free to contact any Rep on the Safety Committee, we are there for you; please utilize your Representatives.

Ergonomics. You say, what is it? Well, ergonomics is the application of scientific knowledge to the workplace in order to improve the well-being and efficiency of both the individuals and the organization. Bottom line is to design the job to fit the worker. This is all new to this facility, but is going to be looked at in greater detail over the next few months. Again the bottom line is "We have a right to work in a safe workplace."

As a reminder, support the Canadian Labour Congress and observe a one-minute of silence at 11:00 a.m. on April 28th or the closest weekday to that date.

Political Action

By LARRY O'CONNOR

Firstly, I want to update you the membership. At the March 1st, General Membership meeting our new Political Education Committee was elected to serve a three year term. Your committee is made up of the following members: Chairman, Art Field, a General Motors retiree. The following from General Motors: Vice-Chairman, Mark Ethier; Secretary, Bill Cassell; Larry O'Connor; Dean Lindsay; Jim Freeman; Bill Mutimer; from Duplate Fred Taylor; and from A G Simpsons, Doug Doyle.

The goals of the committee, are to meet the tough times ahead of us and often fighting Government and Management alike. The best answer to the challenges we face is through political action. The list of economic and social hardships Canadians face continue to grow, as we remain politically inactive. Our local membership has taken a step towards becoming more politically active by being part of the campaign for fair taxes, in the battle against the G.S.T.

BALLOTS SAY "NO TO GST"

On April 5th, your Political Education Committee and many executive members of the local could be found at General Motors gates throughout Oshawa. They were delivering a message in opposition to the GST, from our National President, Robert White. Our Local Leadership once again sent a message to the membership that they're

committed in the fight against the GST.

On April 9th, ballots were spread throughout the workplace and all working Canadians had an opportunity to vote against the GST. The ballots in our local added up to 6,081 against and one for the GST. Our votes when combined with the National CAW count added up to 98,381 at the time I was writing this article. Our turn-out for this campaign was well below the National CAW average, it was a poor count from a membership of over 16,000. CUPE in Oshawa had 4,200 ballots turned in against the GST which has a membership of only 5,000. The Oshawa & District Labour Council counted 4,400 ballots against the GST from the Shopping Mall campaign it ran on April 7th. Across Canada over 2 million people voted in opposition to the GST, so watch out Mr. Mulroney.

Congratulations to all union members in the Canadian Labour Congress that joined many other organizations through the Pro-Canada network campaign; for you have taken a brave step towards a brighter future in Canada. By the time you read this article the Mulroney government may have passed the GST Bill on to the Liberal dominated Senate for Royal Assent. Canadians from all walks of life admit the GST is bad for Canada. So even if the bill is passed the fight won't stop there!!

To All CAW Members

Greetings:

The environment in which we live in is as important as the environment in which we work.

We, as a Union, have successfully forced big business to make our work environment safe. Can we, as a Union, now trust our living environment to those that have ignored it in favour of profits?

To date, we have seen the environmental consciousness of big business raised only to the point where they recognize the profits that can be made in the "greening" of business.

In recognition of this face the delegates at the recent CAW Council endorse a resolution submitted by the Retired Workers Chapter of Local 222 to urge every local to form and activate a local Environmental Committee.

The timely establishment of active committees will ensure that we as a Union will not be following a corporate agenda but, as in the past, setting one that meets the needs of our membership.

Fraternally yours,
Robert White
President

Look for the union label

CAW Retirees' Corner

By VIOLA PILKEY

We have arrived! What a beautiful view overlooking Lake Ontario and in the distance you can see the CN Tower on a clear day. The new clubroom is extremely bright and cheery. The brothers and sisters are enjoying their new facilities.

On April 16th, we held our first meeting in the new centre, chaired by President John Redko. Your new executive for 1990-91 is as follows:

President — John Redko; Vice-President — Gord Pilkey; Secretary Treasurer — Irvine Estabrooks; Trustees — Wm. "Bill" Clark, Mike Tureski, Doug Crandell; Sgt.-at-Arms — Frank Locke; Member-at-Large — Wm. "Bill" Rutherford; Recreation Committee — Morris Wood, Ann Pope, George and Josephine Bogaard, Bill Anderson and Ed March; Sick Committee — Bill Anderson (Chairman), Pat Bell (Member), Mike Tureski (Volunteer); Environment Committee — Roy Fleming (Chairman), Jack Lavery and Jack Dell (Members).

I might say at this point, the newly formed Environment Committee is a very important one and has been active in noting the game birds at the Oshawa Airport and the conditions along the Oshawa Creek.

Your Trustees have purchased a new pool table along with two tables for the TV's.

Brothers John Redko and Bill Anderson were elected to attend the

CLC Convention in Montreal.

A donation of five hundred dollars to the NDP regarding the Broad-bent Farewell Dinner was made and one hundred dollars to the Diabetic Association.

Two members, yet to be named, will attend the Council of Presidents, Oshawa Senior's Clubs, Residences and Councils Meeting on April 20th at the Northview Community Center on your behalf.

Letters of thanks were received from Durham College for our participation in the Bursary Program and the recently held Income Tax Clinic.

A committee will be set up to organize the official opening of the Retirees Centre.

Our congratulations go to Brother Cliff Pilkey, who recently was awarded the Order of Ontario.

Remember brothers and sisters, wherever we are we must be heard, the GST is not for us.

An "OPEN HOUSE" is planned for Saturday, May 26th, 10:00 a.m. — 4:00 p.m. for our new centre. Please watch for further details.

A reminder that our membership meetings are held on the second Monday of the month at 1:00 p.m. Please join us, you are all needed.

In closing, our sympathies go out to the families and friends of our 18 deceased brothers who have passed away between March 12th and April 16th. In memory of all our brothers and sisters we shall carry on.

Trade	# Laid-off	Seniority of Lowest Employee at Work
Tool & Diemaker	43	April 1987
Machinist	0	Oct. 1989
Tool & Die Design	0	Oct. 1989
Patternmakers	6	Oct. 1984
Welders Tool & Die	1	Sept. 1983
Mouldmakers	0	July 1984
Experimental	0	Aug. 1988
Drafting Tech.	0	Nov. 1989

There are some bright spots. South Stamping have issued some requisitions for men so two Tool &

Diemakers will be recalled. There may also be some requisitions for Welders in the near future.

Skilled Trades District Report

By MALCOLM SLATER

On March 29th and 30th there was a Skilled Trades Conference on collective bargaining held at the CAW Family Education Centre at Port Elgin. During these two days a major hurdle was overcome for the Skilled Trades cause! At this conference all the resolutions that have been submitted through Canadian Skilled Trades Council were debated and voted on. It is chaired by Bob White.

The first resolution to be debated was the one written and submitted by the Oshawa Skilled Trades Council on my favourite subject **Skilled Trades Wages**. Bob White then stunned all the Skilled Trades Reps. present by stating that "The National Union now recognize that the differential in wages between Trades and Production has narrowed too much" and that "he had no problem in putting this on the table at this year's negotiations and bargaining a bigger wage increase for Trades than Production to increase the gap" **Fantastic Stuff!** He also went on to say that "he recognizes the fact that when we get a COLA increase that the production worker gets a larger percentage increase than the tradespeople." I hope everyone realizes what a giant step has been taken when he made these statements. I always felt that in our fight for a return to a realistic wage differential that the biggest barrier to overcome was convincing our own Union to recognize our

claims. Well, all that work we have put in since the last ratification, all the articles and letters written all the graphs compiled at last seem to be paying off.

From a personal point of view I was elated when he made these statements, of course I still went to the microphone and told him how we were disappointed with the last contract and how Skilled Trades wages had not even kept pace with inflation. But he had in the words of another Rep. "taken the wind out of our sails" by his remarks which were of course exactly what we wanted to hear him say. Now we must keep the pressure on to ensure it is not just a token increase like last time. We must continue to fight for a genuine and significant percentage increase over that of production in each year of the contract.

Another factor must also be considered when reflecting on his comments, the commitments were made to Skilled Trades as a whole not just General Motors. So even if the target company is Ford or Chrysler we are still in an excellent position now to make gains. Through the Council is our way of regularly communicating with the other Skilled Trades Reps. from not only the big three, but all the other CAW Shops.

In these times of recession, job security is on a lot of peoples minds. But we must not fall in the trap of tying wages to job security! We cannot bargain job security if there is no work for us to do, then regardless of your rate of pay any Company will lay you off. What can be done is to bargain stronger language on outsourcing, so that our work is performed by our people here in the

plant, most especially during times of layoffs. This will indirectly lead to more job security.

We only get up to bat once every three years. We must not let all the groundwork go to waste because of a short-term recession.

At this time we have a major controversy with the machinists regarding Tool & Die Makers operating toolroom machines. Obviously this is not a new issue, in fact what makes me angry is that here we have a problem that has been festering for over twelve years and because the Union does not have some magic wand to wave over it, and resolve it right now, then we are accused of not doing our job. **What I cannot do is to advance a grievance that could result in the laying-off of seniority employees.**

Personally I strongly believe that a Tool & Diemaker has and should always have the fundamental right to operate toolroom machines as part of their trade and that no in-plant or departmental agreement should ever be able to take this right away. I also fully recognize that machinists also have the right to operate toolroom machines. But we must attempt to find some common ground here and find a workable resolve or we will be arguing for another twelve years. Lets not forget to lay the blame for this mess where it properly belongs **at the Company's feet**. They created all of this and leave the Union to clean it up. There were agreements made to resolve this problem once and for all, but the Company as usual chose to break them. This is why we are where we are today.

As of the printing deadline this is the status of Tooling layoffs.

Skilled Trades Bargaining Conference Report

By **PAT BLACKWOOD**
District Committeeman
Maintenance and
Construction Vice-Chairman
Skilled Trades Shop
Committee

On March 28, 29, 30th, I had the opportunity to represent Local 222 as a Delegate at the **Skilled Trades Bargaining Conference**. It was held at the **CAW Family Education Centre in Port Elgin**. There were a total of 146 delegates in attendance. There were resolutions presented at the conference that were discussed, debated and passed to be forwarded to the Collective Bargaining Conference in May.

The following resolutions will be forwarded to the Collective Bargaining Conference:

Skilled Trades Wages, Vacation Pay, Apprenticeship Training, Wage Inequity, Apprenticeship Registration, Job Security, Democracy in the Workplace, Took & Die Contracting Out, No Fragmentation of Historical Trades, Technological Change, Skilled Trades Council Dues (automatic check-off), Sub Contracting, Plant Closing Language, Lines of Demarcation, Preferential Hires, Overtime/Double Time.

Bob White chaired the whole conference and his role was to listen to the debate and discussions to get a feel of what was happening in the plants. In his opening address, Bob took the wind out of most of the delegates' sails by **addressing the skilled trades wage problem**. He agreed that the gap has closed over the past contracts and **in 1990 we must begin to widen this**. Bob also warned the local politicians not to go back into the plants and make any big election promises. **He's too late for this warning in some areas**.

I, for one, was happy to hear Bob White make a commitment to the

trades delegates and now only time will tell! If you look at what all the outside trades are going for, **it will be hard for the automotive industries to hang on to their tradespeople unless they do address this injustice**.

Many of our tradespeople currently on indefinite layoff will have a tough decision when it comes time for recall. It is my understanding that out of the 24 electricians laid off, **none are collecting S.U.B. or unemployment! Wakeup General Motors!**

PAINT SHOP PROBLEMS

As most of you are aware by now, we have had some problems in the Paint Shop and as a result the Paint Shop tradespeople exercised their right to refuse overtime! The issue that created the most trouble was the drastic increase in numbers on the **drop back shift!**

Thanks to the solidarity of the tradespeople across the plant. The Union has been successful in resolving the first issue with management in the Paint Shop. Although things are expected to get back to normal, **we will be having ongoing discussions with management in the Paint Shop**.

A lot of the tradesmen's concerns have been falling on deaf ears for the past year.

I would like to thank Gary Malloy and Paul Beaumont in their efforts to resolve the problems, also our Area Chairman for his help in the final moments. **The Paint Shop tradespeople would like to thank the tradespeople across Oshawa for their support!**

MEMORANDUM MOVES

This year our anniversary moves created more confusion and frustration than any other year. There were more transfers put in than in any other year, and unfortunately we had less moves. The rejections were also greater this year and as a result some tradespeople discovered the weaknesses of our transfer system. The fact is our transfer system isn't a perfect seniority system and the moves are restricted by the ratio

chart and the manpower guide chart. There has to be numbers to allow you to move out of your current department, but also numbers to allow you to bump into another department. **Although the system is based on seniority, numbers can put a road block on some moves!**

Every year we learn further weaknesses in the system, **all we can try to do is improve the transfer system through negotiations!**

RETIREMENT

Unfortunately I could not make Lionel Harts last day at work because I was at the Bargaining Convention. On **March 30th, 1990**, Lionel retired after working at General Motors for 40 years. Other than the last six years that Lionel worked as a Tool & Die Welder, he spent the **previous 25 years as a Skilled Trades Union Rep**. It will be hard for any Union Rep. to match this record in the present structure. Lionel has two sons currently working in General Motors — Brian and Don (both tradespeople). Lionel plans on taking it easy in Florida and also at his cottage in Bancroft. **I would like to wish Lionel a long and happy retirement from the Skilled Trades Shop Committee!**

IN CLOSING

I want to remind anyone that calls me on the pager, these things are not perfect. So if you don't get a response, please try again! Remember if you have a problem, see your supervisor then call your committeeman. My number is: 1-800-268-7124, Pager #3865.

RECALL

The company is making moves to start bringing some tradespeople back. There is no real firm commitment at this point and the numbers are around 24. The breakdown is approximately 8 electricians, 6 millwrights, 7 welders, 2 tinsmiths and 1 bricklayer. Hopefully the company will increase these numbers. The company is looking for a vacation replacement letter, and **we must first make sure all the tradespeople have the opportunity to return first.**

Skilled Trades Chairperson Report

By **BRIAN KING**
SKILLED TRADES
CONFERENCE

The National Skilled Trades Bargaining Conference was held at the CAW Education Centre in Port Elgin on March 28th, 29th and 30th, 1990. The purpose of the conference was to formulate the Skilled Trades program for the 1990 negotiations. As a member of the resolutions committee, I had spent about



four days before the conference to prepare the final draft of the resolutions for presentation to the delegates from the various Local Unions when they arrived. I am very pleased to tell you that most of the resolutions presented and passed by the conference originated in Oshawa.

MOST RESOLUTIONS ORIGINATED IN OSHAWA

The Skilled Trades in GM have made it very clear that the number one objective for Skilled Trades in 1990 must be wages. It has been my privilege as both the President of the Oshawa Skilled Trades Council and as Chairperson of the Skilled Trades in GM to be the voice of the Skilled Trades in Oshawa. For the last two years I have carried your message loud and clear, from Windsor in the west to Montreal in the east: **WAGES, WAGES, WAGES**. I have written my position on WAGES many times in *The Oshaworker*, *The Oshawa Skilled Trades News*. I have stated that the gap that has been shrinking between Skilled and Production workers in our Union for the last 20 years must start to open up and move in the other direction. I have also stated that we are not prepared to wait 20 years to achieve our equity. I am happy to be able to tell you now that somebody has been listening to us.

BOB WHITE SUPPORTS OUR WAGE DEMANDS

In his opening address to the conference, the President of our National Union, Brother Bob White, stated that he understood the position of Skilled Trades on wages and that the Skilled Trades were justified in their demands for a pay increase over and above the general wage increase. He also stated that the gap between Skilled and Production must start to open up again.

After the opening address by Bob White, it was my pleasant duty to read and move for adoption our resolution on wages. The resolution was adopted unanimously by the delegates.

17 RESOLUTIONS PASSED

We passed a total of 17 resolutions. I have written about all of them in *The Oshawa Skilled Trades News*, so I will not repeat them all here, but I will mention one of them. The resolution on setting up an inequity fund in order to reduce the wage gap that exists in Skilled Trades sparked some lively debate among the delegates, everybody supported the concept that the differences in wages between Apprenticeship Skilled Trades cannot be justified and the gap must be reduced.

In his closing remarks to the conference, Bob White reiterated his position and made a **firm commitment** to bargain seriously on the wage increase, but he warned the delegates not to go back into the plants and build up people's expectations to impossible levels.

AROUND THE PLANT

The recent lay-offs in Skilled Trades have certainly brought to light many problems that have been hidden in the good times. Things that people don't worry about when there is a feast become major concerns when people see a famine coming.

MACHINISTS — TOOL AND DIEMAKERS

Just to mention a couple of problems that I have inherited from the past, one is the conflict that exists between the Machinists and the Tool and Diemakers regarding work assignments. I know that this is a no-win situation, whatever I do will not please everybody, but I do want to assure everybody concerned that I will do my best to find an equitable solution to this problem. I also want to assure everybody concerned that I will consult and keep in touch with as many people as possible in order to reach a broad-based consensus that people can live with.

DESIGNER'S SENIORITY

Another problem that I have inherited is the seniority of designers. This is another no-win situation. There have been so many different deals made over the years regarding the seniority of designers in the Tool & Die, Mechanical and Electrical Trades that this issue is a real can of worms. It was a monumental task to get the company to compile all of the information into a form so that we could see just where we were. Before all of the information was assembled into some order, all that we knew was that some individuals had not been treated the same as some other individuals. Now we know the magnitude of the problem. Again I want to assure everybody that I will do my best to keep you informed and to consult the people involved to try to reach an equitable solution.

In closing I would like to ask each and every Skilled Trades worker not to do the work of other skilled classifications and if you see contractors in the plant, call your Committeeperson.

Myths about Drinking and Driving

By **DOUG CAMERON**
Car Chassis, Paint

and
HOWIE KELLOCK
Car Body

KNOWING YOUR LIMIT

Popular misconception. I'm not drunk, I know how much I can drink without it affecting me, or what do you mean, I shouldn't drive home? I didn't drink that much, I'm okay.

CURRENT KNOWLEDGE

We learn to adapt our behaviour so that we can consume more alcohol and show less effect.

It becomes both harder to notice and easier to deny that we are becoming intoxicated since the organ we use to alert us to signs of intoxication (i.e. the Brain) is the first to become impaired. Consequently, it is extremely difficult for us to know or admit knowing the point at which we become impaired.

SOBERING UP WITH COFFEE

I know I've had quite a bit to drink, so just give me a black coffee and I'll be okay to drive. OR When I want to sober up in a hurry, I drink lots of coffee and go for a walk in the fresh air.

Attempts have been made to find ways to increase the rate at which alcohol is oxidized and thereby shorten or counteract intoxication.

These two above have one thing in common. None of it works. Black coffee or other hot beverages, long walks, and fresh air do not change the rate at which alcohol is oxidized by the liver and therefore do not, in themselves, lower the person's level of intoxication.

However, they are beneficial in that they provide an alternative to continued drinking. Stimulants, such as coffee, merely counteract some of the alcohol's depressant action on the brain, turning a drowsy drunk into a wide awake drunk who has the same problems performing in a variety of situations. This condition is especially dangerous if wakefulness is used as an index of sobriety.

TOLERANCE

There are two kinds of tolerance: Metabolic and Central Nervous System (CNS).

Metabolic Tolerance — The liver's process of breaking down alcohol becomes more efficient as regular drinking continues. Therefore, in order to maintain a sufficiently high level of blood alcohol to feel the mood-altering effects, more alcohol must be consumed.

CNS Tolerance — The parts of the brain affected by alcohol become used to its presence and the psychoactive effects may diminish over time. Under conditions of CNS Tolerance, the drinker may increase the amount of alcohol injected in

order to reinstate or enhance the mood-altering effects which were originally felt.

Often a chronic drinker will experience the effects of both Metabolic and CNS Tolerance, and may have to appreciably increase the dose of Ethanol to feel the desired effects.

Also of importance is the phenomenon known as "Reverse Tolerance." After chronic or long term heavy use of alcohol, one's tolerance begins to be reduced. This occurs because alcohol damages body organs such as the brain and the liver.

A deteriorated liver reduces the body's capacity to eliminate alcohol, and a damaged brain is more intensely affected by a given amount of alcohol.

When this begins to happen, a person who for years has been able to have "a few drinks" and then drive without problems may now become seriously impaired after consuming the same or lesser amounts.

Being able to "hold your liquor" is often held as a positive value in our culture. Many people not only equate drinking with being adult, but also believe heavy drinking without showing any signs of intoxication is an indication of being strong, capable and virile.

If there is a problem with alcohol or drugs, call your Substance Abuse Representative.



Thank You

Thank you to my many friends and co-workers in the South Plant who wished me well and also contributed to my wonderful retirement send-off party. The cash will make our Florida trip more enjoyable and I assure you the fishing tackle will be put to good use in the near future.

Thanks again.

Lionel Hart

Closing The Door On History

By GENE BERGERON
Service Rep Report

On Friday April 6th, 1990, we closed the doors at 44 Bond Street East, Oshawa, CAW, Local 222 Union Hall for good. With the closing of the doors we are leaving behind some historical events that can now only be a memory. This hall was built in 1951 and has housed many great and dedicated Trade Unionists over the years.

These pioneer Trade Unionists have shaped, and have been responsible for what we now enjoy, today as working men and women. As you know they didn't always agree with each other's views on how to run our Union. **Thank God for that.** Their different views were very healthy and made for a very strong Trade Union. Although they didn't always agree with each other they remained friends and dedicated to serving their membership.

I will attempt to list a few of these people; however, this is not a complete list nor is it an attempt to exclude anyone as these are the ones that come to my mind at the time of writing.

I apologize to those I have not mentioned. Russ McNeil, Ted O'Connor, Cliff Pilkey, Doug Sutton, Bill Rutherford, Wilf Duffield, Steve Nimigon, Abe Taylor, Bill Harding, Paul Larkin, Ted Murphy, Carl Finlay, Phil Bennett, Howie Kellogg, Don Powless, Beverly (Gibson) McCloskey, Pat McCloskey, Joe McCloskey, Grove Suttan, Lloyd Clarke, Tom Simmons, etc. These are only a few of the greats that at a great cost to their personal lives and families have contributed to our future and have left their

mark in history. We owe them all a great debt of gratitude. Thank You.

GST

Canadians are having a new tax forced on us by one of the most heartless and corrupt governments in our history. All over the world Communists and Dictators are falling like flies, except in Canada. In Canada, Brian Mulroney and his Conservatives are forming their own Dictatorship regime. It doesn't matter what the Canadian people want, he forces his will on us, stating it is good for us because he has deemed it good for us. Under Brian Mulroney we must now work until Aug. 1st of each year to pay our taxes; how much longer will we work to pay the GST?

If the NDP and the Liberals are sincere about stopping the implementation of the GST, they will join forces and work as one.

It is my opinion the NDP and the Liberals should join as one for this very important issue. Join forces with the Canadian Labour Congress and the Provincial Federations of Labour and the Canadian Business Groups throughout Canada in an effort to stop Brian Mulroney and his GST.

One form of protest that would certainly get his attention would be to shut Canada down for one day. It would cost all of us one day's pay but I think it would be a small price to pay to stop the GST. After all, what are we receiving for our tax dollar? How have you benefited? Think about it.

An example of how arrogant Mulroney and his bandits are, they have awarded Steel Case Canada a fifteen million dollar contract for office furniture for the GST branch.

What else have they done behind our backs?

I don't want to sound like a radical when I suggest we give up one

day's pay and shut Canada down for one day, but it is my belief that we must take some action to show our distaste not only for the GST but for the Government of the day.

I wonder what Canada would be like today if our pioneers and forefathers had not stood up for their beliefs and rights. Do you suppose it cost them more than they could afford?

Let Canadians take control of their own destiny.

Contact your MP and your MPP and also your Union leaders and your local business community leaders and let them know how you feel about the GST and how Government is insensitive to the wishes of the Canadian people. Please take a strong stand and maybe we will once again have some say on our destiny.

The A. Taylor/ G.A. Morgan CAW Dental Centre

Wishes to announce
the relocation of
the new office
for the practice
of dentistry
at

THE CAW LOCAL 222
UNION HALL
1425 Phillip Murray Avenue
Oshawa, Ontario
L1J 8L4

By appointment Phone 579-8730

"8 Million Dollar Win"

By DAVE THOMPSON
Service Representative/
Recording Secretary

On May 7th, 1990 the Executive Board and Service Representative elections will take place. I would like now to take this opportunity to thank you the membership for giving me the privilege of serving you as your Representative. In the past 6 years along with my co-workers Gene Bergeron and Connie

Lockhart we have been extremely busy fighting both the Company and Workers Compensation Board.

We had to fight the Board on changes on Bill 162 which could affect your claim and the Mulroney Government on UIC Benefits.

Over the last 3 years we have had a 90% success rate, which meant over 8 million dollars paid to injured workers.

I have done over 200 appeals, including Hearing Officers and Workers Compensation Appeals Tribunals.

This Local Union has set precedent in hearing loss claims, fumes exposure, back and wrist claims. Currently we are looking at stress, which is caused by Supervision or Management, to be compensable under the Act.

We have also been successful in getting pension awards and older workers supplements to our injured workers.

Currently there are approximately over 1,000 workers who now receive life time pension awards because of their work-related injuries.

This Local Union is fighting on your behalf; we will continue the support of all our units: Delta Faucet, Duplate, Cliff Mills, Lear Siegler, Oshawa Transit, Alliance Ballast, AVP Extrusions, Columbus McKinnon, Kerr Industries, St. Marys Cement, A.G. Simpson, Woodbridge Foam, CAW Retirees, General Motors.

The new hall is now operating at 1425 Phillip Murray Ave., that's the south end of Oshawa.

We have lots of free parking so please feel free to drop in and say hello.

JOHN SINCLAIR

I would like to congratulate my President on 4 issues that have just taken place.

(1) The successful contract at Duplate and also to Don Challice and Committee.

(2) Woodbridge Foam — they are now part of our Local Union and have settled their first contract. Welcome.

(3) Delta Faucet — the contract was settled on April 17, 1990.

(4) Unemployment Help Centre — on his position and opinion that was printed in the *Oshawa Times*. This centre was started by Local 222 and this centre helps the less fortunate that do not have the services of a Local Union.

John Sinclair has helped this centre since its beginning and this Local Union will continue its support.

WORKER'S COMPENSATION — PERMANENT DISABILITY PENSION

The following is the policy on pension awards for work related injuries:

Policy:
Permanent disability benefits are paid to workers to compensate for the permanent impairment of their

earning capacity, for specified injuries or mutilations resulting from an industrial accident. Normally, a monthly pension is awarded when the clinical disability rating is more than 10%. A lump sum may be paid when the clinical rating is 10% or less, unless deterioration of the compensable injury is likely.

General Information:

1. Timing of Rating

Permanent disability assessment is usually considered when optimum recovery has occurred from a medical standpoint and is established as early as medically possible so the worker will gain access to long-term benefits and support services provided by Sections 45, 52 and 54 of the Act.

For those cases not involving total permanent disability, the Claims Adjudicator may seek guidance from the Team Co-ordinator and/or Section Medical Advisor to determine whether the maximum point of recovery has occurred. If the problem remains unresolved, the Pensions Adjudicator's opinion is obtained by memo.

See Permanent Disability: Listing for Rating, Document Number 33-20-13 and Document Number 33-20-13, Exhibit #1 — "Referral Reference Guidelines."

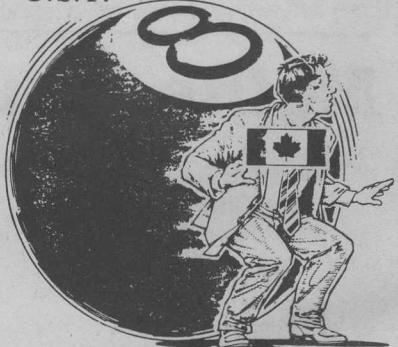
2. Clinical Assessment

A clinical assessment is a medical appraisal of a worker's residual permanent disability once maximum medical recovery is achieved. Depending upon the type of injury, a physical examination may not be required.

Where an examination is required, it is performed by a Pensions Medical Advisor or by medical consultants responsible for exceptional cases. See Permanent Disability: Rating of Exceptional Cases, Document Number 33-20-18.

In closing I will be seeking reelection as Service Representative and CAW Council. Thank you.

G.S.T.



Foreign Overfishing is Killing Our Fishery

If overfishing on Canada's East Coast is not stopped immediately, a renewable source of protein, capable of feeding the world's hungry people for generations to come, will be destroyed. The ecology of a large part of our planet is being destroyed by a small number of uncaring people.

You Can Help!!

Come along to the

Giant Rally

at 2:00 PM on Saturday, April 28, 1990 at Nathan Phillips Square
(in front of Toronto City Hall).

Harry Brown

well known broadcaster, will M.C. the happenings.

The guest speakers for the afternoon will be:

Walter Carter

Newfoundland's Fisheries Minister

Dr. Leslie Harris,

President of Memorial University

and Chairman of the Independent Panel on Northern Cod

Bob White

President of the CAW

Richard Cashin

President of FFAW/CAW

Roger Simmons

MP for the largest fishery riding in Canada

Cabot Martin

President of NFLD Inshore Fisheries Association, and others

Entertainment will be supplied by Chuck Simms and Home Ties, A Frank Willis, Freddie Northcote, Gerry & Aggie, Rocky, June Pasher & Others

You don't have to be a Newfoundlander to recognize the problem. Come along and bring your friends and neighbours. If we can focus attention on our cause something will be done. You won't want to miss this one, people you haven't seen in years will be there.

(P.S. Photocopy this flyer, hand it out, and post it in as many places as possible)
Organized by Downhome Publishing and The John Cabot Society of Newfoundlanders.
Phone (416) 792-3200 for further information

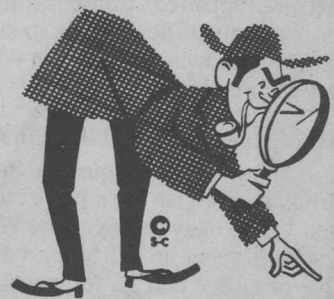
Reef Hotel

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20% Discount from Regular
Seasonal Rates for
Local 222, CAW Members
(Excluding Holiday Weekends)

April 21st, 1990 to
January 31st, 1991



Look for the union label